

DOCUMENT RESUME

ED 446 803

JC 000 743

TITLE Salaries in the Oklahoma State System of Higher Education, 1998-99: Faculty and Selected Administrative Positions.

INSTITUTION Oklahoma State Regents for Higher Education, Oklahoma City.

PUB DATE 1999-08-00

NOTE 110p.; Prepared by Oklahoma State Regents for Higher Education, Fiscal Division.

PUB TYPE Numerical/Quantitative Data (110) -- Reports - Research (143)

EDRS PRICE MF01/PC05 Plus Postage.

DESCRIPTORS Academic Rank (Professional); *Administrators; *College Faculty; Community Colleges; Higher Education; *Salaries; *Salary Wage Differentials; *State Colleges; State Schools; *State Universities; Tables (Data)

IDENTIFIERS *Oklahoma

ABSTRACT

This document reports on the salaries paid in faculty and selected administrative positions in the Oklahoma state system of higher education. The average salary for all full-time faculty equated to a 9-10 month basis in Oklahoma state-supported colleges and universities is \$46,145 for the year 1998-99. This is an increase of \$956 or 2.1% above 1997-98. Average salaries increased \$4,231 at the universities, \$2,388 at the four-year universities, and \$2,325 at the two-year colleges. These salaries represent increases of 8.4%, 5.9%, and 6.5%, respectively, over 1997-98. Among the three categories of institutions, the rank of professor at the comprehensive universities showed the greatest dollar increase over 1997-98. Full-time salaries on a 9-10 month basis in the 25 institutions in 1998-99 range from a minimum of \$12,400, an increase of 15.9% from 1997-98, to a maximum of \$164,999, an increase of \$20,799 or 14.4% over the previous year. On an 11-12 month basis, full-time salaries range from a minimum of \$13,599, an increase of 13.3% from 1997-98, to a maximum of \$148,795, a decrease of 1.4%. The average fringe benefits paid for faculty on a 9-10 month contract basis for 1998-99 are \$12,408, an increase over 1997-98 of \$1,453, or 13.3%; for faculty on an 11-12 month contract basis, average benefits total \$15,337, an increase of \$1,408 or 10.1%. Comprehensive universities average salary is 88% of the national average, compared with 83% in 1987-88. (VWC)

Salaries in The Oklahoma State System of Higher Education 1998-99

Faculty and Selected Administrative Positions

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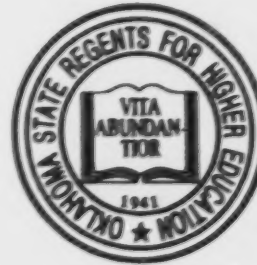
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**SALARIES IN
THE OKLAHOMA STATE SYSTEM OF HIGHER EDUCATION
1998-99**

**Faculty and Selected
Administrative Positions**

Prepared by
Fiscal Division

Oklahoma State Regents for Higher Education
State Capitol, Oklahoma City

August 1999

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HIGHLIGHTS

For the purposes of this report, the term "**comprehensive universities**" includes OU and OSU; the term "**four-year universities**" includes the eleven regional universities (UCO, ECU, NSU, SEOSU, SWOSU, Cameron, Langston, NWOSU, Panhandle, RSU and USAO). "**Constituent agencies**" refer to the OU Health Sciences Center, the OU Law Center, the OSU Agriculture Experiment Station, the OSU Cooperative Extension Service, the OSU College of Veterinary Medicine, the OSU College of Osteopathic Medicine, and the OSU Technical Branches at Oklahoma City and Okmulgee.

Average Salary: The average salary for all full-time faculty equated to a 9-10 month basis in Oklahoma state supported colleges and universities, excluding the constituent agencies, is \$46,145 for the year 1998-99 (Table 1). This is an increase of \$956 or 2.1 percent above 1997-98.

Increase by Type of Institution: Average salaries increased \$4,231 at the universities, \$2,388 at the four-year universities, and \$2,325 at the two-year colleges. These salaries represent increases of 8.4 percent, 5.9 percent, and 6.5 percent, respectively, over 1997-98.

Increase by Rank: Among the three categories of institutions, the rank of professor at the comprehensive universities showed the greatest dollar increase over 1997-98--\$7,087 or 11.0 percent. All other percent changes in salaries range from an increase of \$499 or 2.1 percent for instructors at the comprehensive universities, to an increase of \$4,110 or 8.8 percent for associate professors at the comprehensive universities (see figure 3).

Total Faculty: Total full-time faculty in 1998-99 is 4,194, an increase of 61 or 1.5 percent over 1997-98 (Figure 1).

Salary Range: Full-time salaries on a 9-10 month basis in the 25 institutions in 1998-99 range from a minimum of \$12,400, an increase of 15.9 percent from 1997-98, to a maximum of \$164,999, an increase of \$20,799 or 14.4 percent over the previous year (Table 9). On an 11-12 month basis, full-time salaries range from a minimum of \$13,599, an increase of 13.3 percent from 1997-98, to a maximum of \$148,795, a decrease of 1.4 percent. These data exclude salaries for deans and other administrative personnel.

Increase in Benefits: The average fringe benefits paid for faculty on a 9-10 month contract basis for 1998-99 are \$12,408, an increase over 1997-98 of \$1,453, or 13.3 percent (Table 5); for faculty on an 11-12 month contract basis, average benefits total \$15,337, an increase of \$1,408 or 10.1 percent (Table 7).

Oklahoma Average Salaries Compared to National: Comprehensive universities average salary is 88 percent of the national average, compared to 83 percent in 1987-88. A slight decline in relative averages continues at the other two tiers of institutions.

NOTE: The changes in average salaries are only partially related to salary increase action by governing boards. Other factors, such as resignations and retirements, can have an impact as well, particularly if new junior faculty are hired at lower salaries to replace departing senior faculty.

TABLE 1

Table 1 presents the 1998-99 average salaries paid all full-time faculty by rank and by all 25 colleges and universities in The Oklahoma State System of Higher Education. These data include salaries of full-time faculty employed on a 9-10 month contract basis and full-time faculty employed on an 11-12 month contract basis with salaries equated to 9-10 months. Table 1 also includes the number of full-time faculty by rank and by institution.

The average salary equated to a 9-10 month basis paid in the 25 institutions in 1998-99 is \$46,145. This represents an increase over 1997-98 of \$956 or 2.1 percent. The average for comprehensive universities is \$54,764, for four-year universities, \$42,775, and for two-year colleges, \$38,212. These salaries represent increases over 1997-98 of 2.1 percent, 1.8 percent, and 2.6 percent, respectively. The 1998-99 median of all institutions' average salaries is \$38,166.

Average salaries for instructors are highest at the two-year colleges, and lowest at the comprehensive universities.

Faculty distribution by rank may influence the salary averages of the various faculty ranks within an institution. Table 1 shows a smaller proportion of faculty in the upper two ranks (professor and associate professor) at four-year universities than at the comprehensive universities. The comprehensive universities' average salary for all ranks is 28.0 percent higher than the average salary of all ranks for four-year universities. By rank, the comprehensive universities' average salary exceeds the four-year universities' average salary in the rank of professor by 35.9 percent, associate professor by 11.0 percent, and assistant professor by 5.4 percent. However, in the rank of instructor, the four-year universities' average salary exceeds the comprehensive universities' average salary by 36.4 percent.

The total number of full-time faculty reported in the 25 institutions in 1998-99 is 4,194—1,537 at comprehensive universities, 1,716 at four-year universities, and 941 at two-year colleges.

TABLE 1
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
1998-99

Institution	Academic Rank									
	Professor		Associate Professor		Assistant Professor		Instructor		Average, All Ranks	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
University of Oklahoma	304	\$ 72,721	241	\$ 49,857	234	\$ 40,679	61	\$ 23,783	840	\$ 53,681
Oklahoma State University	277	69,767	238	51,425	152	44,421	30	25,427	697	56,068
Comprehensive Universities	581	\$ 71,312	479	\$ 50,636	386	\$ 42,153	91	\$ 24,325	1,537	\$ 54,764
University of Central Oklahoma	118	\$ 55,841	100	\$ 49,017	119	\$ 43,524	48	\$ 36,218	385	\$ 47,815
East Central University	38	49,461	31	43,704	63	37,485	23	33,304	155	41,044
Northeastern State University	79	53,073	42	44,032	97	41,508	50	35,448	268	44,182
Northwestern Oklahoma State University	11	49,623	16	41,616	23	37,604	24	31,155	74	38,166
Southeastern Oklahoma State University	28	53,650	25	46,567	61	39,905	41	32,252	155	41,438
Southwestern Oklahoma State University	52	55,528	39	48,566	64	39,650	56	32,135	211	43,217
Cameron University	45	52,022	44	44,858	58	39,101	27	27,919	174	42,163
Langston University	11	45,005	32	42,266	52	36,142	45	32,016	140	36,912
Oklahoma Panhandle State University	6	42,960	16	38,773	10	36,305	16	29,750	48	35,775
Rogers State University <i>(was Rogers State College)</i>	20	38,662	-	-	-	-	31	37,313	51	37,842
University of Science & Arts	16	49,034	12	42,670	15	38,176	12	33,726	55	41,344
Regional Four-Year Universities	424	\$ 52,473	357	\$ 45,626	562	\$ 40,012	373	\$ 33,186	1,716	\$ 42,775
Carl Albert State College	-	\$ -	-	\$ -	-	\$ -	36	\$ 33,415	36	\$ 33,415
Connors State College	-	-	-	-	-	-	50	34,423	50	34,423
Eastern Oklahoma State College	-	-	-	-	-	-	52	36,552	52	36,552
Murray State College	-	-	-	-	-	-	42	35,077	42	35,077
Northeastern Oklahoma A&M College	-	-	-	-	-	-	84	33,552	84	33,552
Northern Oklahoma College	-	-	-	-	-	-	57	35,808	57	35,808
Oklahoma City Community College	-	-	-	-	-	-	109	40,504	109	40,504
Redlands Community College	-	-	-	-	-	-	31	32,676	31	32,676
Rose State College	-	-	-	-	-	-	140	39,504	140	39,504
Seminole State College	-	-	-	-	-	-	44	33,838	44	33,838
Tulsa Community College	-	-	-	-	-	-	255	42,807	255	42,807
Western Oklahoma State College	-	-	-	-	-	-	41	35,048	41	35,048
Two-Year Colleges	-	\$ -	-	\$ -	-	\$ -	941	\$ 38,212	941	\$ 38,212
All Colleges and Universities	1,005	\$ 63,364	836	\$ 48,497	948	\$ 40,884	1,405	\$ 35,978	4,194	\$ 46,145

NOTE: Includes all full-time faculty salaries on a 9-10 month basis. All 11-12 month salaries have been equated to 9-10 month salaries by multiplying the 11-12 month salaries by 9/11

FIGURE 1

CHANGE IN NUMBER OF FULL-TIME FACULTY
1997-98 TO 1998-99

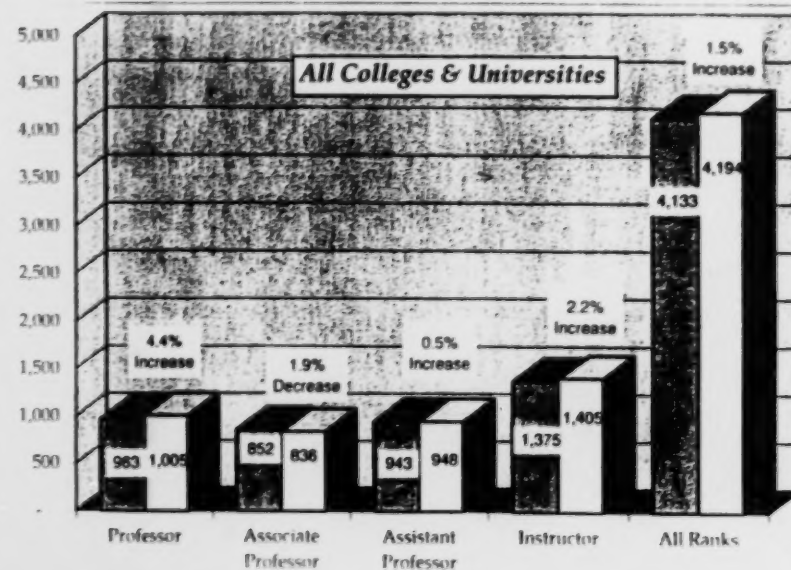
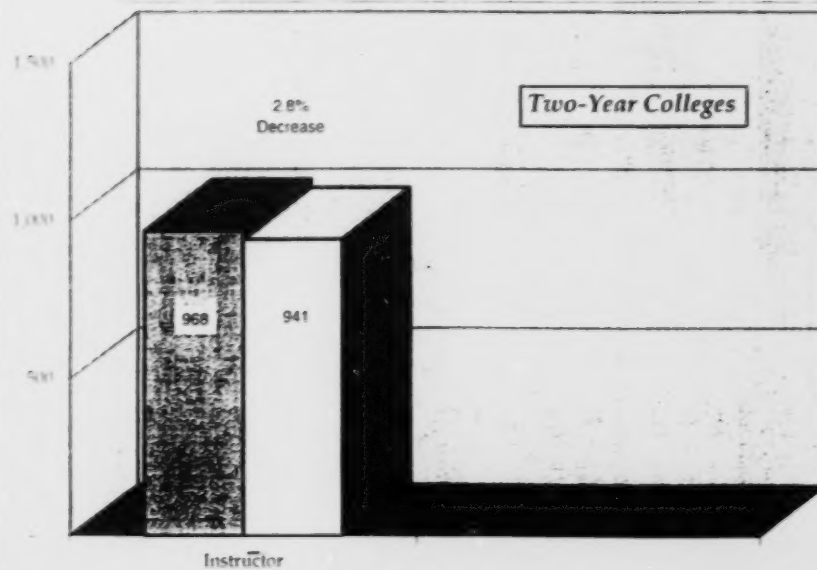
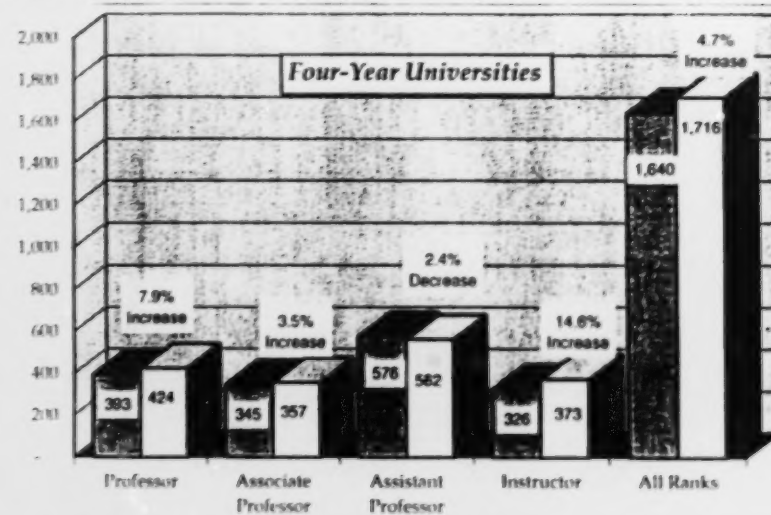
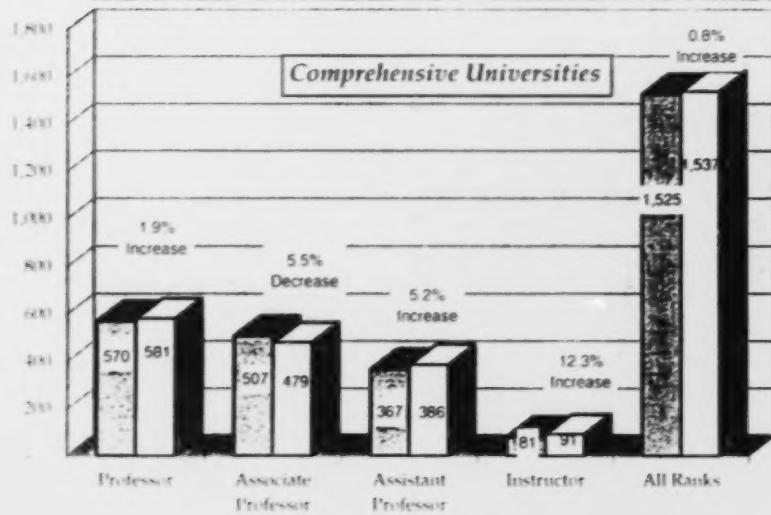
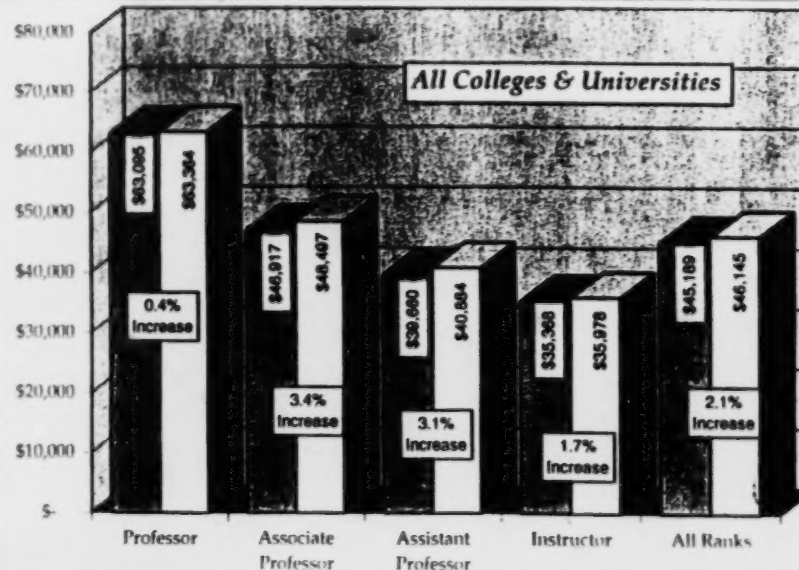
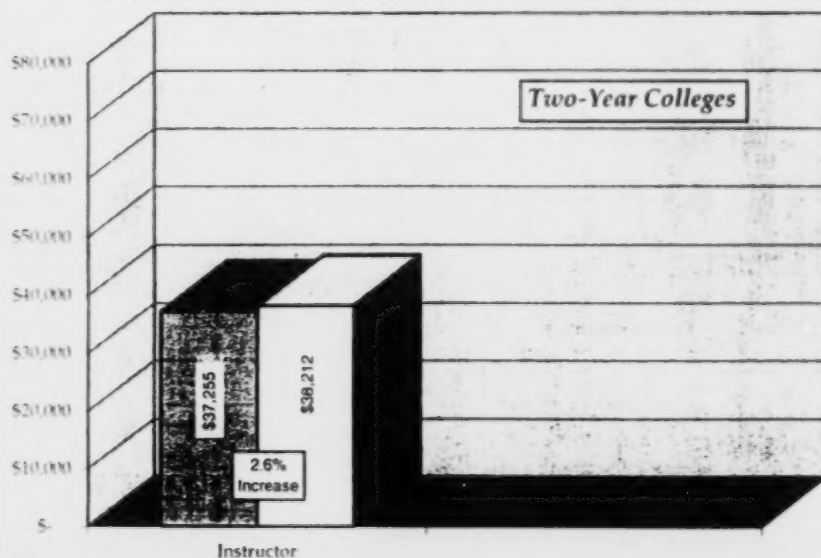
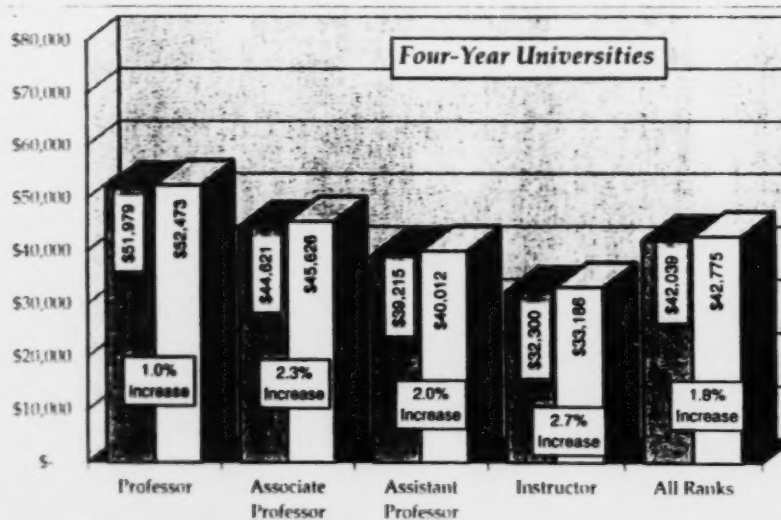
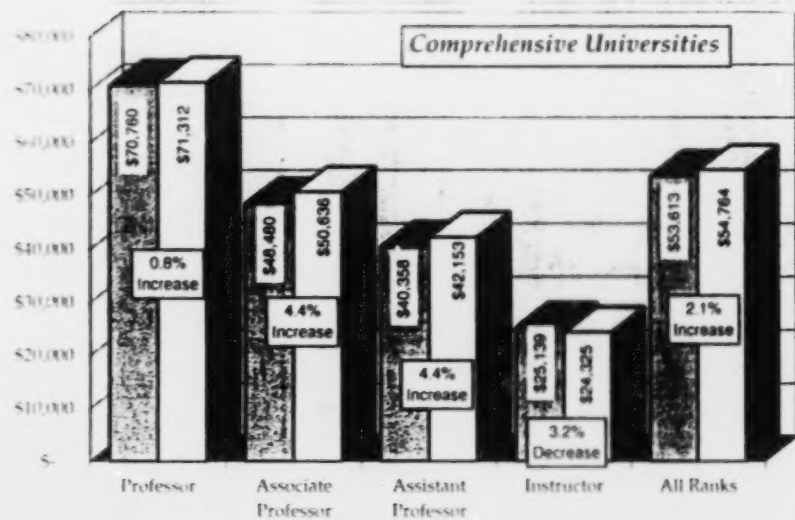


FIGURE 2

CHANGE IN SALARIES OF FULL-TIME FACULTY 1997-98 to 1998-99



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1997-98

1998-99

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TABLE 2

Table 2 presents the 9-10 month average salaries of all full-time faculty members for the three years, 1996-97 through 1998-99, from which salary trends by institution and by rank may be analyzed.

Certain factors may influence salary averages so that they do not accurately indicate long-term salary trends. For example: a senior full professor receiving a top salary could retire and at the same time an associate professor be promoted to full professor at the bottom of the salary scale for full professors. The net result, with respect to individual faculty still employed, would be that at least one person would be receiving more salary than in the previous year. Yet, the effect upon the average salary for full professors at the institution would show a decline. The average salary for an entire institution could be affected in the same manner. Another factor causing the same effect could occur as a result of hiring new faculty to meet the demands of expanding enrollment; new faculty members would normally be hired at a salary level below the institution's salary average. Institutions showing a decline in salary due to the aforementioned factors are OU, OSU, UCO, ECU, Cameron, Langston, OPSU, and Connors.

Analyses of the data contained in Table 2 may be made in a variety of meaningful ways. No attempt is made here to provide an exhaustive analysis; however, certain observations are noted. The dollar increases in average salaries are not the same between different ranks in the same institution. For example, changes for 1996-97 to 1998-99 show the University of Oklahoma increased the average of all ranks \$4,042, while Oklahoma State University increased \$4,590. At Oklahoma State University, the salary increase for the rank of professor was \$6,109; the increase for associate professors was \$4,351; the increase for assistant professor was \$3,520; and the rank of instructor showed a decrease of \$881. At the University of Oklahoma, comparable figures were increases of \$7,914, \$3,901, \$2,792, and \$2,440 for professors, associate professors, assistant professors and instructors, respectively. Such differences may result from factors suggested above or could also result from salary administration policy and faculty qualifications. Although Table 2 does not provide specific reasons for observed salary averages and comparisons, the three-year trend of institutions' average salaries by rank may provide helpful data.

TABLE 2
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
1996-97 THROUGH 1998-99

Institution	Period	Professor	Associate Professor	Assistant Professor	Instructor	Average, All Ranks
University of Oklahoma	1996-97	64,807	45,956	37,887	21,343	49,639
	1997-98	68,792	47,826	39,138	24,215	51,564
	1998-99	72,721	49,857	40,679	23,783	53,681
Oklahoma State University	1996-97	63,658	47,074	40,901	26,308	51,478
	1997-98	72,798	49,125	42,290	26,353	55,952
	1998-99	69,767	51,425	44,421	25,427	56,068
University of Central Oklahoma	1996-97	52,681	46,181	40,888	34,265	44,473
	1997-98	55,667	48,973	43,610	35,392	47,510
	1998-99	55,841	49,017	43,524	36,218	47,815
East Central University	1996-97	48,711	42,715	37,587	32,592	40,797
	1997-98	50,311	43,967	38,444	36,667	42,147
	1998-99	49,461	43,704	37,485	33,304	41,044
Northeastern State University	1996-97	48,809	39,936	37,603	33,324	40,714
	1997-98	51,012	41,586	39,423	33,669	41,943
	1998-99	53,073	44,032	41,508	35,448	44,182
Northwestern Oklahoma State University	1996-97	45,481	39,273	34,908	28,617	35,155
	1997-98	46,278	40,620	36,474	30,322	36,907
	1998-99	49,623	41,616	37,604	31,155	38,166
Southeastern Oklahoma State University	1996-97	51,014	43,758	37,957	30,839	39,066
	1997-98	51,682	44,654	39,092	30,981	40,224
	1998-99	53,650	46,567	39,905	32,252	41,438
Southwestern Oklahoma State University	1996-97	49,710	44,818	38,601	29,970	40,178
	1997-98	52,905	46,907	39,022	31,647	42,097
	1998-99	55,528	48,566	39,650	32,135	43,217
Cameron University	1996-97	48,953	40,803	36,961	28,042	39,666
	1997-98	49,852	42,428	36,712	29,275	40,476
	1998-99	52,022	44,858	39,101	27,919	42,163
Langston University	1996-97	45,233	40,576	32,971	30,524	34,902
	1997-98	44,199	42,728	34,642	31,758	36,511
	1998-99	45,005	42,266	36,142	32,016	36,912
Oklahoma Panhandle State University	1996-97	42,871	37,740	32,763	30,396	34,688
	1997-98	43,569	38,433	34,236	27,275	33,953
	1998-99	42,960	38,773	36,305	29,750	35,775
Rogers State University (formerly Rogers State College)	1996-97	-	-	-	34,221	34,221
	1997-98	-	-	-	35,301	35,301
	1998-99	38,662	-	-	37,313	37,842
University of Science & Arts of Oklahoma	1996-97	46,040	40,197	36,173	31,709	38,821
	1997-98	47,853	42,241	37,427	33,486	40,314
	1998-99	49,034	42,670	38,176	33,726	41,344

TABLE 2 (continued)
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
1996-97 THROUGH 1998-99

Institution	Period	Professor	Associate Professor	Assistant Professor	Instructor	Average, All Ranks
Carl Albert State College	1996-97	-	-	-	32,420	32,420
	1997-98	-	-	-	33,242	33,242
	1998-99	-	-	-	33,415	33,415
Connors State College	1996-97	-	-	-	34,768	34,768
	1997-98	-	-	-	35,697	35,697
	1998-99	-	-	-	34,423	34,423
Eastern Oklahoma State College	1996-97	-	-	-	34,714	34,714
	1997-98	-	-	-	35,896	35,896
	1998-99	-	-	-	36,552	36,552
Murray State College	1996-97	-	-	-	32,502	32,502
	1997-98	-	-	-	33,729	33,729
	1998-99	-	-	-	35,077	35,077
Northeastern Oklahoma A&M College	1996-97	-	-	-	32,453	32,453
	1997-98	-	-	-	33,303	33,303
	1998-99	-	-	-	33,552	33,552
Northern Oklahoma College	1996-97	-	-	-	33,733	33,733
	1997-98	-	-	-	34,902	34,902
	1998-99	-	-	-	35,808	35,808
Oklahoma City Community College	1996-97	-	-	-	38,784	38,784
	1997-98	-	-	-	39,256	39,256
	1998-99	-	-	-	40,504	40,504
Redlands Community College	1996-97	-	-	-	32,195	32,195
	1997-98	-	-	-	31,717	31,717
	1998-99	-	-	-	32,676	32,676
Rose State College	1996-97	-	-	-	37,190	37,190
	1997-98	-	-	-	38,534	38,534
	1998-99	-	-	-	39,504	39,504
Seminole State College	1996-97	-	-	-	31,481	31,481
	1997-98	-	-	-	33,118	33,118
	1998-99	-	-	-	33,838	33,838
Tulsa Community College	1996-97	-	-	-	38,866	38,866
	1997-98	-	-	-	41,408	41,408
	1998-99	-	-	-	42,807	42,807
Western Oklahoma State College	1996-97	-	-	-	33,765	33,765
	1997-98	-	-	-	34,635	34,635
	1998-99	-	-	-	35,048	35,048

TABLE 3

Table 3 presents the average salaries of all full-time faculty members equated to a 9-10 month basis for the three years, 1996-97 through 1998-99, classified by rank and by type of institution.

Dollar increases in average annual salaries of all ranks in 1998-99 over 1997-98 are greatest for the comprehensive universities, next for two-year colleges, and least for four-year universities. The increased averages of all ranks by type of institution in 1998-99 over 1997-98 were \$1,151, \$736, and \$957 for comprehensive universities, four-year universities, and two-year colleges, respectively. The average salary at comprehensive universities was \$11,574 greater than the average at four-year universities in 1997-98, and \$11,988 greater in 1998-99. The average salary at four-year universities was \$4,784 greater than the average at two-year colleges in 1997-98, and \$4,563 greater in 1998-99.

Averages by rank show that comprehensive universities' faculty receive higher salaries than four-year universities' faculty in the ranks of professor, associate professor and assistant professor in 1998-99. Instructors at two-year colleges receive higher average salaries than instructors at both comprehensive universities and four-year universities.

Over the three-year period, the percentage increase in average salaries for all ranks was largest for comprehensive university faculty, while faculty at four-year universities showed the smallest percentage increase.

The annual increases in average salaries for 1997-98 and 1998-99 for comprehensive universities have been 6.1 percent and 2.1 percent with an average of 4.1 percent. The four-year universities experienced increases of 4.1 percent in 1997-98 and 1.8 percent in 1998-99, with an average of 2.9 percent. The two-year colleges experienced a 3.8 percent increase in 1997-98 and a 2.6 percent increase in 1998-99, with an average increase of 3.2 percent.

TABLE 3
AVERAGE SALARIES PAID FULL-TIME FACULTY
25 OKLAHOMA STATE COLLEGES AND UNIVERSITIES
1996-97 THROUGH 1998-99

Rank	Type of Institution		
	Comprehensive Universities	Four-Year Universities	Two-Year Colleges
Professor			
1996-97	64,225	49,873	--
1997-98	70,760	51,979	--
1998-99	71,312	52,473	--
Associate Professor			
1996-97	46,526	42,464	--
1997-98	48,480	44,621	--
1998-99	50,636	45,626	--
Assistant Professor			
1996-97	39,158	37,994	--
1997-98	40,358	39,215	--
1998-99	42,153	40,012	--
Instructor			
1996-97	23,826	31,205	35,887
1997-98	25,739	32,300	37,255
1998-99	24,325	33,186	38,212
Average, All Ranks			
1996-97	50,533	40,387	35,887
1997-98	53,613	42,039	37,255
1998-99	54,764	42,775	38,212

TABLE 4

Table 4 presents the average salaries and the number of full-time faculty employed on a 9-10 month basis only. Faculty who are employed on an 11-12 month basis are not included in this table. Individual faculty members included in Table 4 may or may not be employed by separate contract for summer teaching. The criterion for inclusion in Table 4 is that the basic contract is for a regular 9-10 month academic year. Whereas many interpretations may be made from data in Table 4 alone, depth may be gained by comparing the data with those contained in Tables 1 and 6.

The average salary paid in the 25 institutions in 1998-99 to 9-10 month employed faculty is \$45,827. This represents an increase over 1997-98 of \$1,091 or 2.4%. As is true with other consolidated data in this report, the comprehensive universities exert heavy influence on this average, as they claim more than one-third of the faculty and their average is 24.5 percent higher than that of the four-year universities. Likewise, within the two-year tier, Tulsa Community College employs over one quarter of the total faculty and shows an average salary over 13 percent above the mean. This influence is indicated by observing that the average salary for the comprehensive universities is \$53,437, the average salary for four-year universities is \$42,914, and the average salary for two-year colleges is \$38,522. The 1998-99 median of all institutions' average salaries is \$38,152.

Table 4 reveals that the comprehensive universities report a lower average salary for the ranks of professor and associate professor employed on a 9-10 month contract when compared to the average shown in Table 1. The data for the comprehensive universities reflect a higher average monthly rate of pay for 11-12 month contract faculty than average monthly salary rates for 9-10 month contract faculty, with the exception of the rank of assistant professor. Unlike the comprehensive universities, the data for four-year universities and two-year colleges reflect a higher average monthly salary rate of pay for 11-12 month contract faculty than average monthly salary rates for 9-10 month contract faculty at all ranks.

The number of full-time faculty employed on a 9-10 month contract in 1998-99 is 3,749. This number represents 89.4 percent of the total full-time faculty in the 25 institutions. In 1997-98, the number was 3,718 or 90.0 percent of the total. In 1998-99, four-year universities employ 92.4 percent of their full-time faculty on a 9-10 month basis. The two-year colleges employ 88.8 percent on a 9-10 month basis. The two comprehensive universities combined employ 86.3 percent of their full-time faculty on a 9-10 month basis.

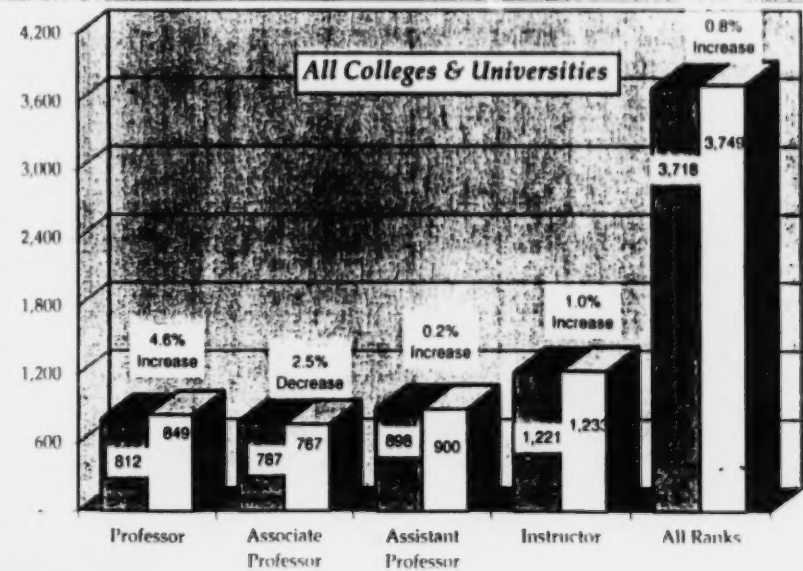
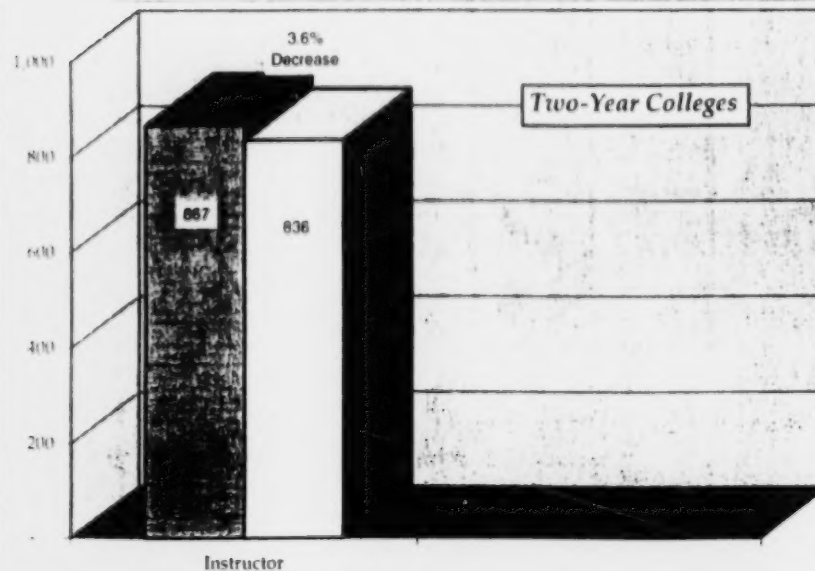
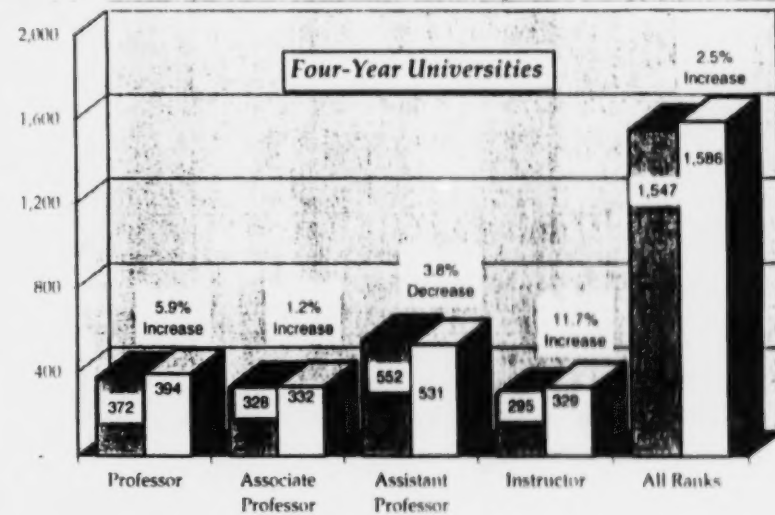
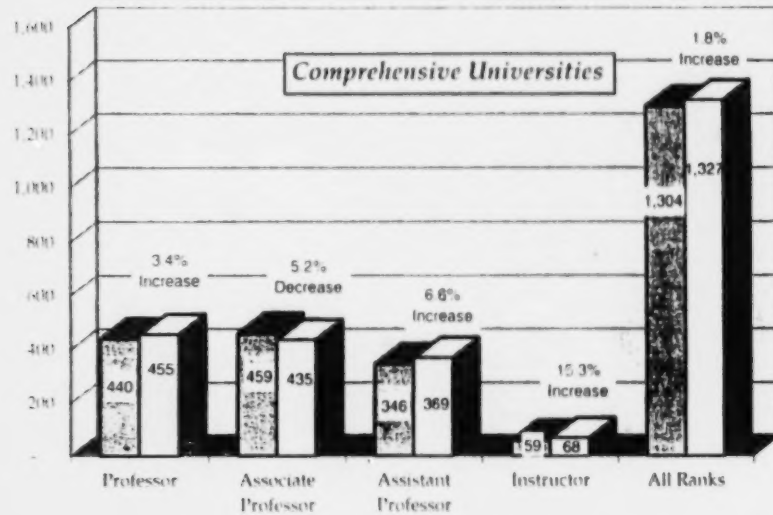
TABLE 4

**AVERAGE SALARIES PAID 9-10 MONTH FULL-TIME FACULTY
1998-99**

Institution	Academic Rank									
	Professor		Associate Professor		Assistant Professor		Instructor		Average, All Ranks	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
University of Oklahoma	238	\$ 71,611	217	\$ 49,762	219	\$ 40,962	53	\$ 22,916	727	\$ 52,307
Oklahoma State University	217	67,798	218	50,876	150	44,424	15	27,820	600	54,807
Comprehensive Universities	455	\$ 69,792	435	\$ 50,320	369	\$ 42,369	68	\$ 23,998	1,327	\$ 53,437
University of Central Oklahoma	118	\$ 55,841	100	\$ 49,017	119	\$ 43,524	48	\$ 36,218	385	\$ 47,815
East Central University	37	49,212	31	43,704	63	37,485	22	33,578	153	41,019
Northeastern State University	68	52,180	40	44,050	89	41,286	48	35,035	245	43,536
Northwestern Oklahoma State University	11	49,623	15	41,800	23	37,604	21	30,139	70	38,152
Southeastern Oklahoma State University	28	53,650	24	46,462	60	39,915	36	32,364	148	41,738
Southwestern Oklahoma State University	50	55,443	33	48,152	60	39,475	55	32,235	198	42,942
Cameron University	44	51,847	41	44,263	56	38,890	22	27,437	163	42,193
Langston University	5	44,455	22	42,374	38	36,374	21	33,838	86	37,759
Oklahoma Panhandle State University	4	43,394	15	39,214	10	36,305	16	29,750	45	35,574
Rogers State University (was Rogers State College)	17	37,008	-	-	-	-	29	37,460	46	37,293
University of Science & Arts	12	49,294	11	42,555	13	38,077	11	33,147	47	40,835
Regional Four-Year Universities	394	\$ 52,478	332	\$ 45,641	531	\$ 40,041	329	\$ 33,346	1,586	\$ 42,914
Carl Albert State College	-	\$ -	-	\$ -	-	\$ -	24	\$ 34,614	24	\$ 34,614
Connors State College	-	-	-	-	-	-	45	34,168	45	34,168
Eastern Oklahoma State College	-	-	-	-	-	-	50	36,557	50	36,557
Murray State College	-	-	-	-	-	-	37	35,022	37	35,022
Northeastern Oklahoma A&M College	-	-	-	-	-	-	80	33,497	80	33,497
Northern Oklahoma College	-	-	-	-	-	-	54	35,842	54	35,842
Oklahoma City Community College	-	-	-	-	-	-	104	40,438	104	40,438
Redlands Community College	-	-	-	-	-	-	25	33,922	25	33,922
Rose State College	-	-	-	-	-	-	126	39,293	126	39,293
Seminole State College	-	-	-	-	-	-	38	33,977	38	33,977
Tulsa Community College	-	-	-	-	-	-	223	43,592	223	43,592
Western Oklahoma State College	-	-	-	-	-	-	30	36,003	30	36,003
Two-Year Colleges	-	\$ -	-	\$ -	-	\$ -	836	\$ 38,522	836	\$ 38,522
All Colleges and Universities	849	\$ 62,498	767	\$ 48,295	900	\$ 40,996	1,233	\$ 36,340	3,749	\$ 45,827

FIGURE 3

CHANGE IN NUMBER OF 9-10 MONTH FULL-TIME FACULTY 1997-98 TO 1998-99



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1997-98

1998-99

FIGURE 4

CHANGE IN SALARIES OF 9-10 MONTH FULL-TIME FACULTY 1997-98 TO 1998-99

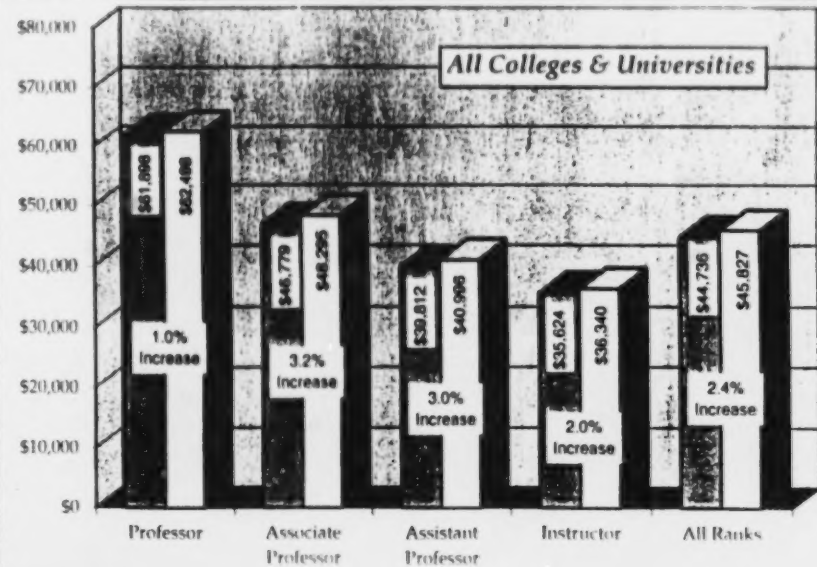
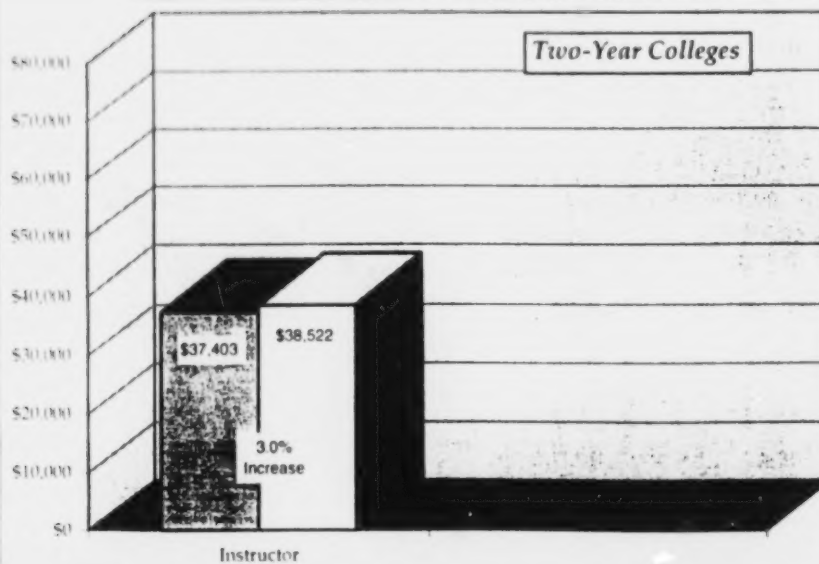
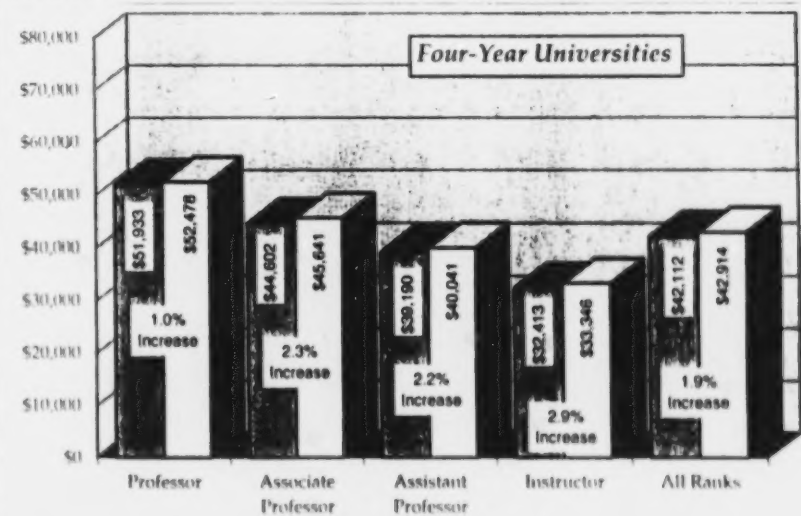
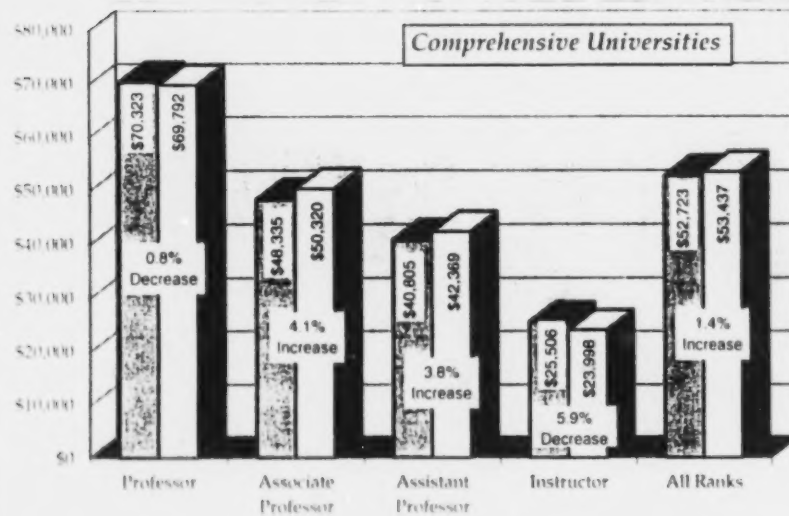


TABLE 5

Table 5 presents the average fringe benefits on a 9-10 month basis paid to or on behalf of all 9-10 month full-time faculty by all 25 colleges and universities in The Oklahoma State System of Higher Education. The average fringe benefits paid for 1998-99 are \$12,408, an increase over 1997-98 of \$1,453 or 13.3 percent.

Fringe benefits as a percent of average salaries may be computed from the data in Tables 4 and 5. For all institutions, 1998-99 fringe benefits are 27.1 percent of the average salary; in 1997-98, the figure was 24.5 percent. For the comprehensive universities, four-year universities, and two-year colleges, the fringe benefits for 1998-99 as a percent of average salaries are 28.1 percent, 26.8 percent, and 25.8 percent, respectively. Comparative percentages for 1997-98 were 23.7 percent, 25.5 percent, and 24.5 percent, respectively.

Retirement plan payments are the largest fringe benefit for all institutions combined. 1998-99 payments comprise 48.9 percent of the average total fringe benefits for the State System, an increase over 45.2 percent in 1997-98. For the comprehensive universities, four-year universities, and two-year colleges, retirement plan payments are 56.4 percent, 46.4 percent, and 36.5 percent, respectively, of the total average fringe benefits. Comparable 1997-98 figures were 50.2 percent, 45.1 percent, and 35.6 percent, respectively.

Social security taxes are the second largest fringe benefit paid by institutions and are required by law, as are unemployment compensation and worker's compensation payments.

Medical and life insurance benefits are provided by all institutions and 21 institutions provide other fringe benefits not specifically identified.

TABLE 5

AVERAGE STAFF BENEFITS PAID 9-10 MONTH FULL-TIME FACULTY
1998-99

Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation	Group Life Insurance	Workers' Compensation	Other	Total
OU	727	\$8,265	\$1,924	\$3,875	\$114	\$217	\$282	\$3	\$14,680
OSU	600	8,715	2,037	4,060	23	273	328	-	15,436
Comprehensive Universities	1,327	\$8,468	\$1,975	\$3,959	\$73	\$242	\$303	\$2	\$15,022
UCO	385	\$3,793	\$2,081	\$3,658	\$114	\$374	\$282	\$163	\$10,465
FCU	153	5,279	1,822	3,138	111	307	209	139	11,006
NSU	245	5,943	2,123	3,330	36	333	425	148	12,338
NWOSU	70	5,337	2,123	2,917	120	276	151	143	11,066
SEOSU	148	5,557	2,123	2,590	109	332	196	156	11,064
SWOSU	198	7,610	2,172	3,285	114	346	198	119	13,845
Cameron	163	5,628	2,050	3,251	109	506	232	178	11,955
Langston	81	5,016	2,051	2,896	120	149	172	52	10,455
OPSU	45	2,866	1,920	2,634	357	251	240	58	8,327
RSU (was Rogers State College)	46	8,949	1,980	2,633	1,368	224	162	-	15,316
USAO	47	3,367	2,349	3,124	70	302	192	218	9,622
Four-Year Universities	1,581	\$5,344	\$2,075	\$3,222	\$143	\$342	\$255	\$141	\$11,522
CASC	24	\$2,807	\$2,277	\$2,648	\$120	\$397	\$197	-	\$8,446
CSC	45	4,838	2,050	2,614	114	66	144	184	10,010
EOSC	50	4,314	2,335	2,797	114	420	210	290	10,480
MSC	37	1,266	2,051	2,695	120	224	166	200	6,722
NEOAMC	80	2,700	2,051	2,563	300	107	119	151	7,991
NOC	54	4,926	2,277	2,742	117	595	125	-	10,782
OCCC	104	2,831	2,485	3,094	120	424	202	1,820	10,975
REDLANDS	25	2,559	2,123	2,613	-	133	-	150	7,578
ROSE	126	3,940	2,441	3,006	114	408	196	193	10,298
SSC	38	3,237	2,177	2,599	110	199	113	2,281	10,716
TCC	223	4,467	2,174	3,335	-	365	218	307	10,864
WOSC	30	795	2,277	2,602	120	397	144	276	6,611
Two-Year Colleges	836	\$3,621	\$2,250	\$2,943	\$99	\$337	\$176	\$506	\$9,933
All Colleges & Universities	3,744	\$6,067	\$2,079	\$3,421	\$109	\$305	\$254	\$173	\$12,408

FIGURE 5

**CHANGE IN AVERAGE BENEFITS PAID TO 9-10 MONTH FULL-TIME FACULTY
ALL INSTITUTIONS
1997-98 TO 1998-99**

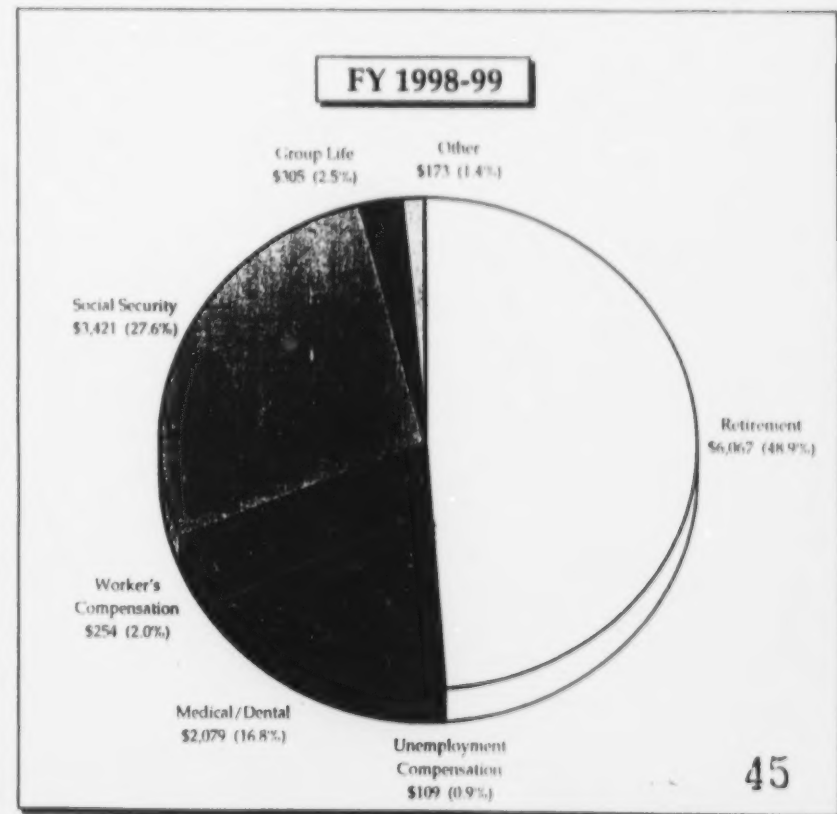
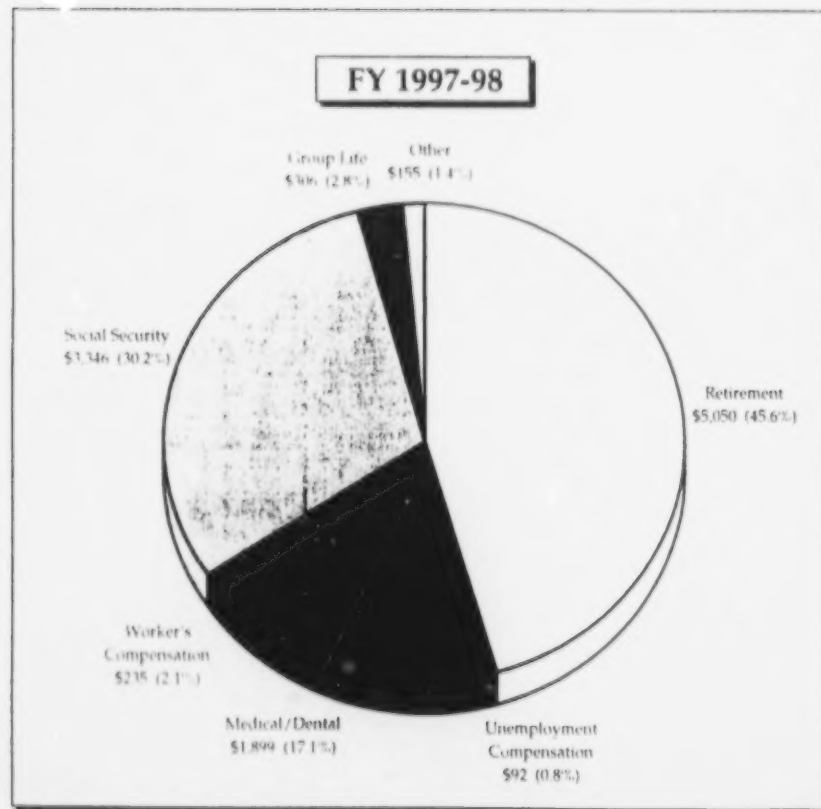


TABLE 6

Table 6 presents the average salaries and the number of full-time faculty employed in the 25 institutions on an 11-12 month basis only.

The average salary paid in the 25 institutions in 1998-99 to 11-12 month employed faculty is \$61,398, an increase over 1997-98 of \$1,201 or 2.0 percent. The average 11-12 month salary for comprehensive universities is \$77,179; the average for four-year universities is \$50,209; and the average for two-year colleges is \$43,690. The 1998-99 median of the average salaries for 24 institutions reporting 11-12 month full-time faculty is \$46,290.

The number of full-time faculty employed on an 11-12 month contract basis is 445 or 10.6 percent of the total full-time faculty in the 25 institutions. In 1997-98, the number was 415 or 10.0 percent. The percent of faculty employed on an 11-12 month basis is 13.7 percent at comprehensive universities; 7.6 percent at four-year universities, and 11.2 percent at two-year colleges. The number of full-time faculty employed on an 11-12 month basis varies by institution. For example, the University of Central Oklahoma employs no faculty on an 11-12 month basis, while more than one-third of Langston University's faculty (54 out of 140) are employed on an 11-12 month basis.

TABLE 6

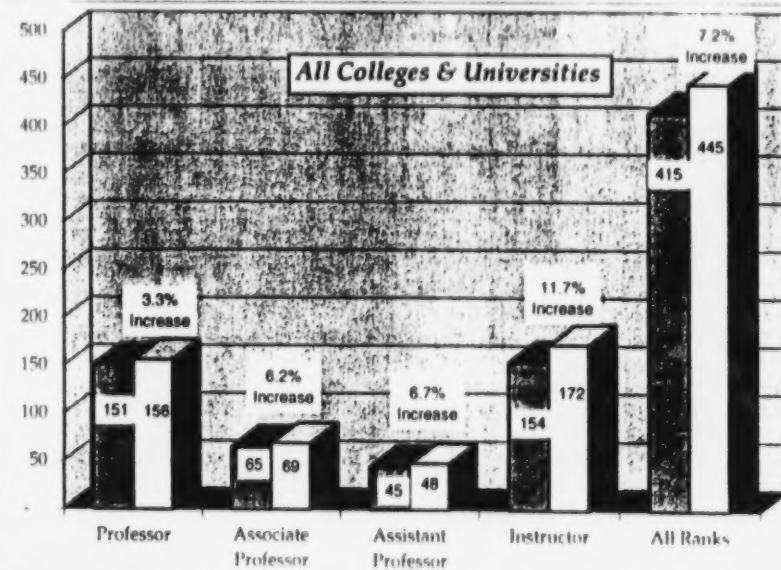
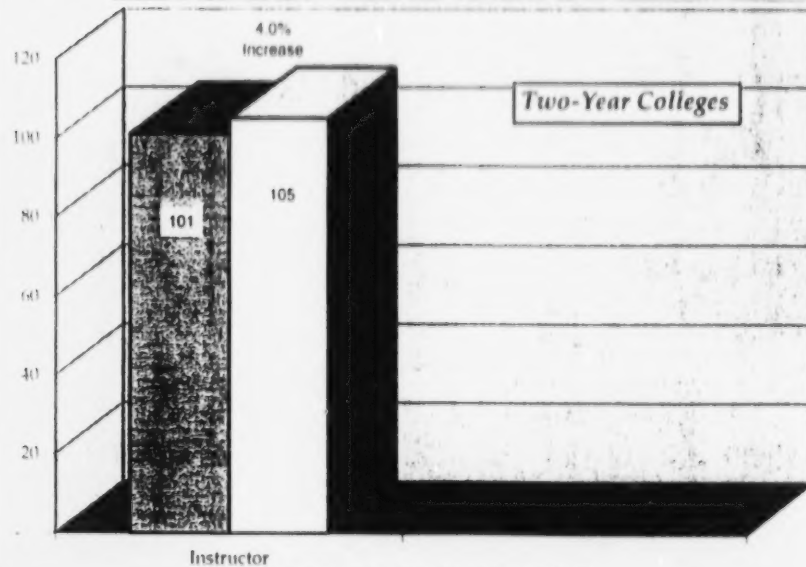
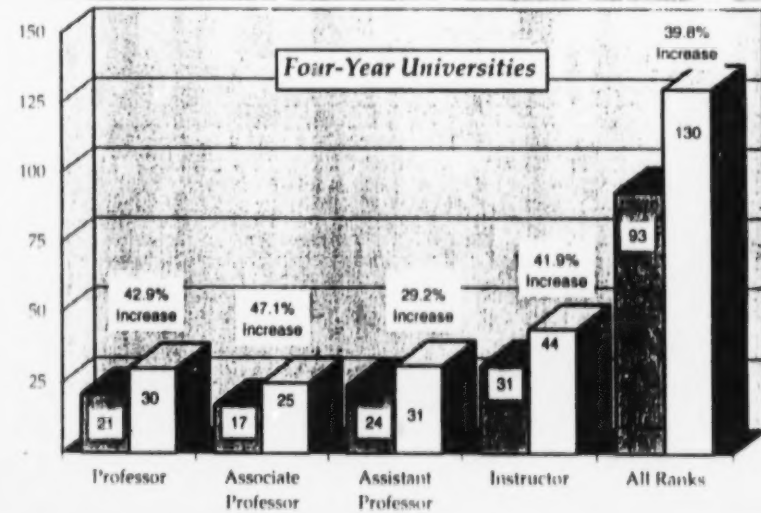
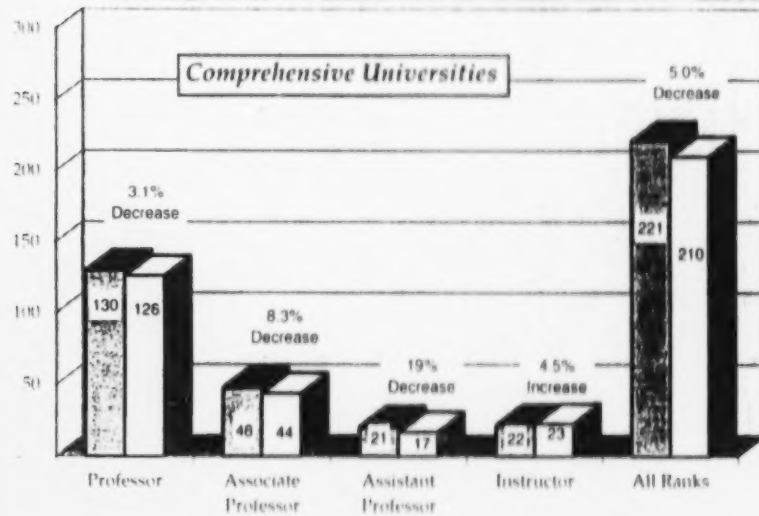
**AVERAGE SALARIES PAID 11-12 MONTH FULL-TIME FACULTY
1998-99**

Institution	Academic Rank									
	Professor		Associate Professor		Assistant Professor		Instructor		Average, All Ranks	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
University of Oklahoma	66	\$ 93,772	24	\$ 61,986	15	\$ 44,670	8	\$ 36,086	113	\$ 76,419
Oklahoma State University	60	93,974	20	70,171	2	54,032	15	28,152	97	78,064
Comprehensive Universities	126	\$ 93,868	44	\$ 65,706	17	\$ 45,771	23	\$ 30,912	210	\$ 77,179
University of Central Oklahoma	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
East Central University	1	71,681	-	-	-	-	1	33,347	2	52,514
Northeastern State University	11	71,615	2	53,370	8	53,745	2	55,440	23	62,406
Northwestern Oklahoma State University	-	-	1	47,500	-	-	3	46,767	4	46,950
Southeastern Oklahoma State University	-	-	1	60,000	1	48,048	5	38,438	7	42,891
Southwestern Oklahoma State University	2	70,452	6	62,138	4	51,679	1	32,536	13	57,922
Cameron University	1	73,008	3	64,764	2	55,000	5	36,718	11	50,990
Langston University	6	55,567	10	51,368	14	43,402	24	37,183	54	43,465
Oklahoma Panhandle State University	2	51,445	1	39,312	-	-	-	-	3	47,401
Rogers State University <i>(was Rogers Stat - College)</i>	3	58,710	-	-	-	-	2	43,000	5	52,426
University of Science & Arts	4	58,975	1	53,700	2	47,450	1	49,000	8	54,188
Regional Four-Year Universities	30	\$ 64,056	25	\$ 55,522	31	\$ 48,298	44	\$ 39,096	130	\$ 50,209
Carl Albert State College	-	\$ -	-	\$ -	-	\$ -	12	\$ 37,908	12	\$ 37,908
Connors State College	-	-	-	-	-	-	5	44,877	5	44,877
Eastern Oklahoma State College	-	-	-	-	-	-	2	44,525	2	44,525
Murray State College	-	-	-	-	-	-	5	43,369	5	43,369
Northeastern Oklahoma A&M College	-	-	-	-	-	-	4	42,340	4	42,340
Northern Oklahoma College	-	-	-	-	-	-	3	43,026	3	43,026
Oklahoma City Community College	-	-	-	-	-	-	5	51,170	5	51,170
Redlands Community College	-	-	-	-	-	-	6	33,593	6	33,593
Rose State College	-	-	-	-	-	-	14	50,598	14	50,598
Seminole State College	-	-	-	-	-	-	6	40,282	6	40,282
Tulsa Community College	-	-	-	-	-	-	32	45,630	32	45,630
Western Oklahoma State College	-	-	-	-	-	-	11	39,654	11	39,654
Two-Year Colleges	-	\$ -	-	\$ -	-	\$ -	105	\$ 43,690	105	\$ 43,690
All Colleges and Universities	156	\$ 88,135	69	\$ 62,016	48	\$ 47,403	172	\$ 40,806	445	\$ 61,398

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FIGURE 6

CHANGE IN NUMBER OF 11-12 MONTH FULL-TIME FACULTY 1997-98 TO 1998-99

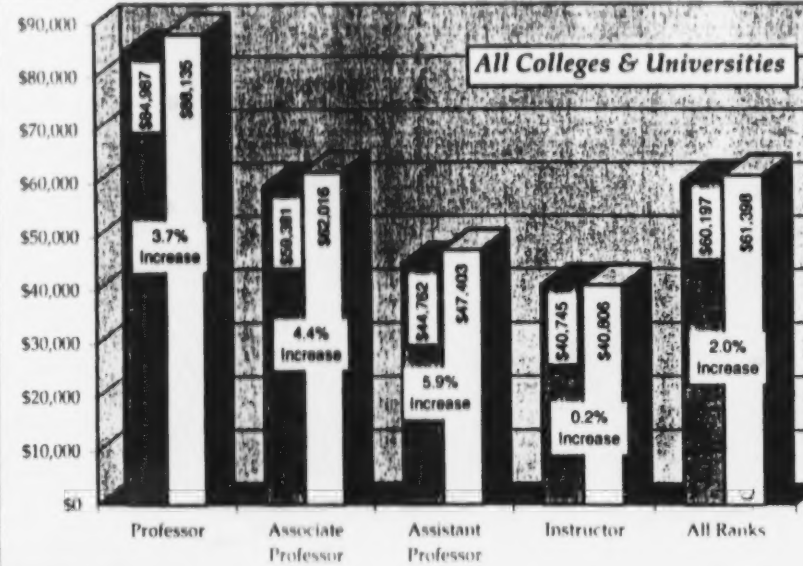
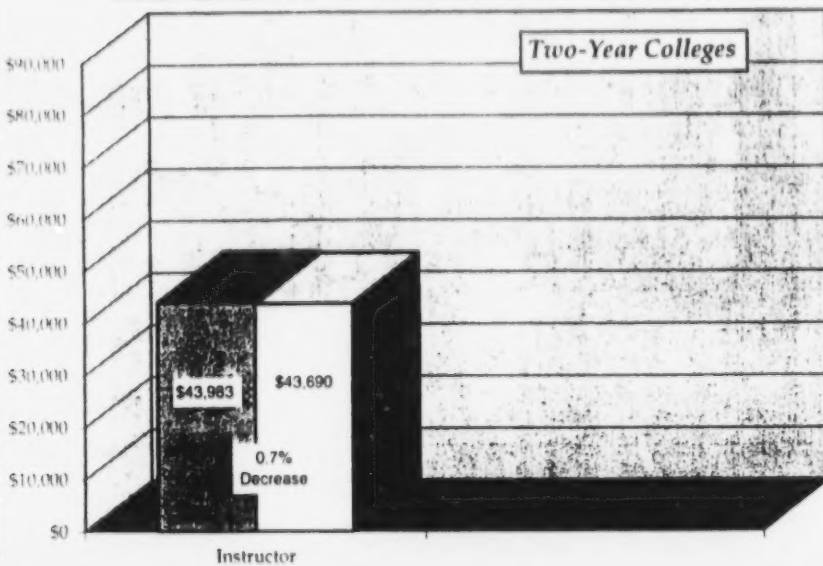
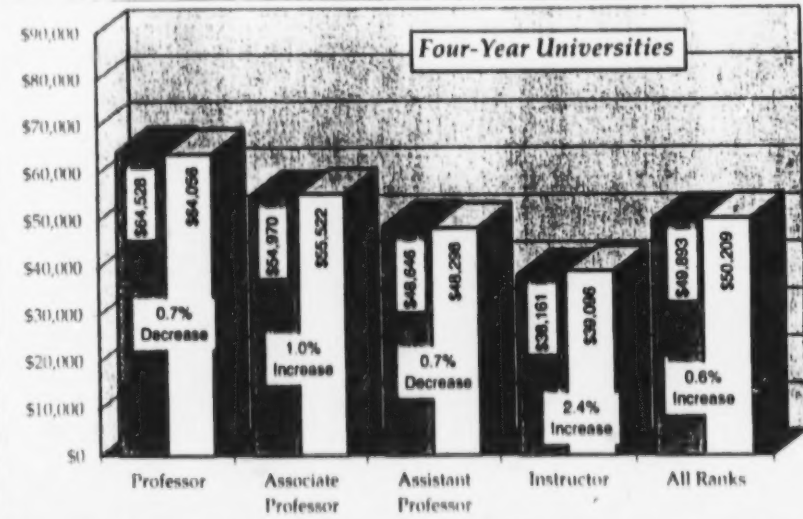
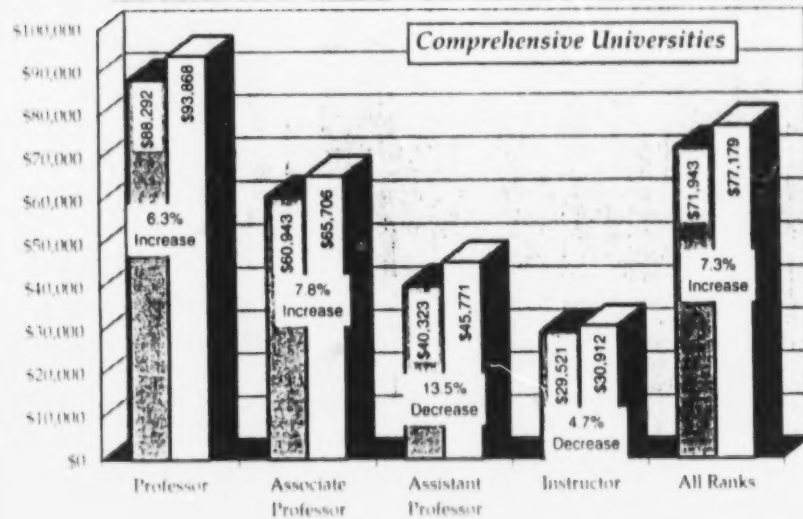


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1997-98 1998-99

FIGURE 7

CHANGE IN SALARIES OF 11-12 MONTH FULL-TIME FACULTY 1997-98 TO 1998-99



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1997-98

1998-99

Table 7

Table 7 presents the 1998-99 average fringe benefits on an 11-12 month basis to or on behalf of all 11-12 month full-time faculty by all 25 institutions in The Oklahoma State System of Higher Education. The average fringe benefit paid for 1998-99 is \$15,337 and represents an increase of \$1,408 or 10.1 percent.

Fringe benefits as a percent of average salaries may be computed from the data in Tables 6 and 7. For all institutions, 1998-99 fringe benefits are 25.0 percent of the average salary, an increase from 23.1 percent in 1997-98. For the comprehensive universities, four-year universities, and two-year colleges, the fringe benefits as a percent of average salaries are 25.5 percent, 25.5 percent, and 23.5 percent, respectively. Comparable 1997-98 figures were 22.3 percent, 27.0 percent, and 22.5 percent, respectively.

Retirement plan payments are the largest fringe benefit for all institutions combined. Such payments comprise 54.0 percent of the average total fringe benefits for the State System for 1998-99 as compared with 51.0 percent for 1997-98. For the comprehensive universities, four-year universities, and two-year colleges, the payments are 61.4 percent, 49.0 percent, and 34.4 percent, respectively, of the total average fringe benefits. Comparable figures for 1997-98 were 55.8 percent, 50.8 percent, and 35.4 percent respectively.

Social security taxes are the second largest fringe benefit paid by institutions and are required by law, as are unemployment compensation and worker's compensation payments.

Medical and life insurance benefits are provided by all 24 institutions reporting 11-12 month full-time faculty. Eighteen institutions provide other fringe benefits not specifically identified.

TABLE 7

**AVERAGE STAFF BENEFITS PAID 11-12 MONTH FULL-TIME FACULTY
1998-99**

Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation	Group Life Insurance	Workers' Compensation	Other	Total
OU	113	\$12,101	\$1,924	\$4,928	\$114	\$317	\$413	\$3	\$19,799
OSU	97	12,031	1,882	4,882	22	291	361	-	19,468
Comprehensive Universities	210	\$12,069	\$1,904	\$4,906	\$72	\$305	\$389	\$2	\$19,646
UCO	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
ECU	2	7,245	1,822	4,041	111	385	268	179	14,050
NSU	23	9,145	2,123	4,672	36	472	425	212	17,084
NWOSU	4	6,966	2,123	3,592	120	339	186	176	13,501
SEOSU	7	3,657	2,123	2,659	109	341	269	157	9,315
SWOSU	13	9,967	2,172	4,381	114	466	267	197	17,565
Cameron	11	6,505	2,050	3,878	109	540	257	214	13,553
Langston	54	5,958	2,051	3,325	120	168	109	-	11,730
OPSU	3	3,756	1,920	3,626	474	366	240	-	10,381
RSU	5	5,811	2,802	3,705	114	314	276	102	13,124
USAO	25	3,248	2,349	2,988	70	289	184	208	9,336
Four-Year Universities	147	\$6,276	\$2,149	\$3,618	\$103	\$315	\$216	\$120	\$12,798
CASC	12	\$3,058	\$2,277	\$2,900	\$120	\$438	\$216	\$0	\$9,009
CSC	5	3,409	2,111	3,559	114	395	107	-	9,695
EOSC	2	5,177	2,802	3,356	137	504	252	348	12,576
MSC	5	920	2,051	3,333	120	277	205	200	7,106
NEOAMC	4	3,986	2,051	3,783	300	158	151	223	10,652
NOC	3	5,832	2,277	3,291	117	708	150	-	12,375
OCCC	5	3,582	2,484	3,915	120	538	256	2,672	13,566
REDLANDS	6	2,520	2,123	2,570	-	131	-	148	7,492
ROSE	14	5,073	2,441	3,871	114	522	253	248	12,522
SSC	6	3,243	2,059	3,082	110	235	127	2,533	11,389
TCC	32	4,260	2,190	3,491	-	383	228	319	10,871
WOSC	11	871	2,277	2,867	120	436	159	304	7,034
Two-Year Colleges	105	\$3,538	\$2,244	\$3,351	\$82	\$396	\$194	\$467	\$10,273
All Colleges & Universities	462	\$8,287	\$2,059	\$4,143	\$84	\$329	\$289	\$145	\$15,337

FIGURE 8

**CHANGE IN AVERAGE BENEFITS PAID TO 11-12 MONTH FULL-TIME FACULTY
ALL INSTITUTIONS
1997-98 TO 1998-99**

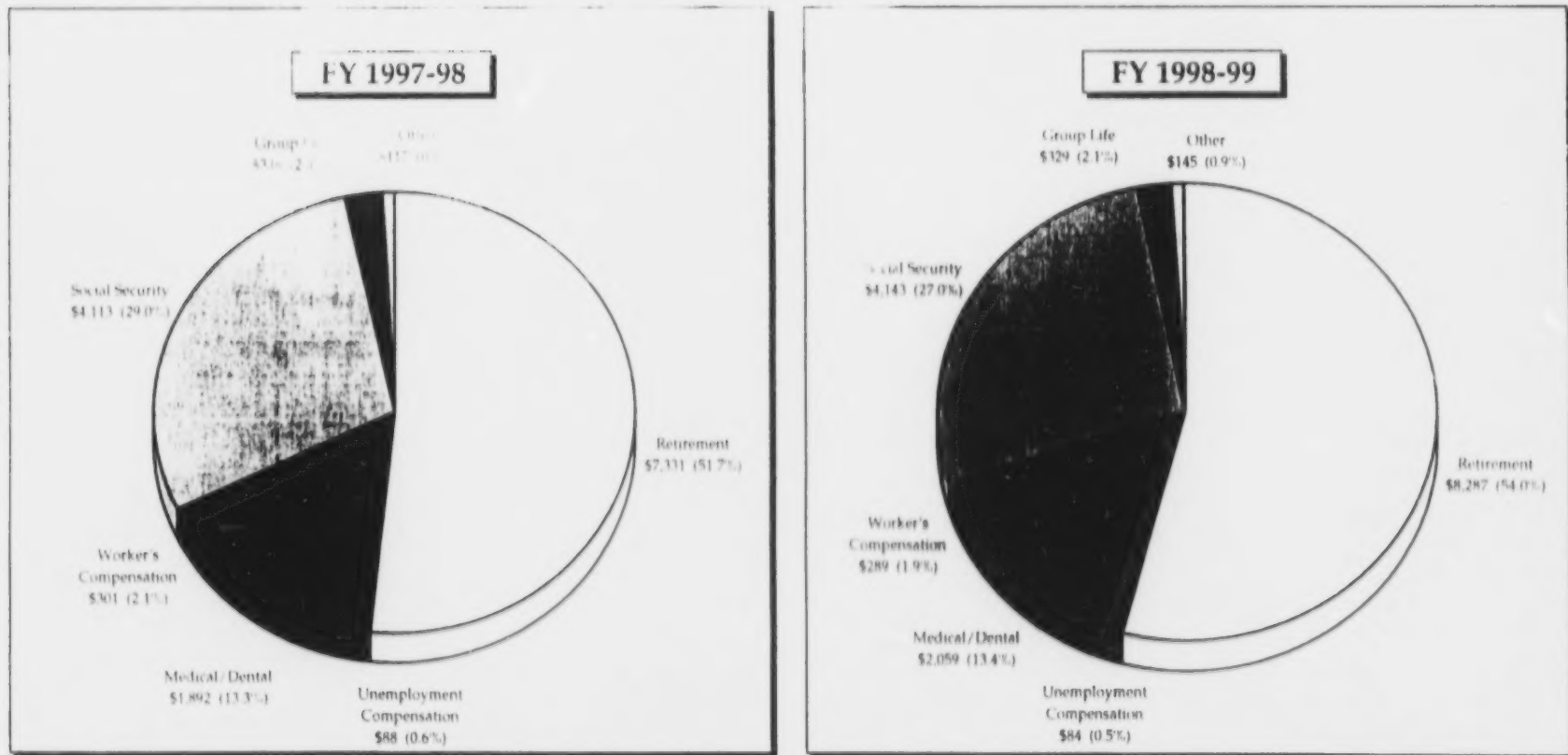


TABLE 8

Table 8 presents the 1998-99 average total compensation paid to those full-time faculty on both 9-10 month and 11-12 month contracts by all 25 institutions in The Oklahoma State System of Higher Education.

Average total compensation for 9-10 month faculty in 1998-99 is \$58,235, compared with \$55,691 in 1997-98, and represents an increase of \$2,544 or 4.6 percent. The 1998-99 average for comprehensive universities is \$68,459, for four-year universities, \$54,436, and for two-year colleges, \$48,455. The median of the average total compensation for all 25 institutions reporting is \$49,591.

Average total compensation for 11-12 month faculty in 1998-99 is \$76,735 compared with \$74,127 in 1997-98, and represents an increase of \$2,608 or 3.5 percent. The 1998-99 average for comprehensive universities is \$96,825, for four-year universities, \$63,007, and for two-year colleges, \$53,963. The median of the average total compensation for the 24 institutions reporting 11-12 month faculty is \$57,441.

TABLE 8

AVERAGE TOTAL COMPENSATION PAID
9-10 MONTH AND 11-12 MONTH FULL-TIME FACULTY
1998-99

Institution	9-10 Month			11-12 Month		
	Average Salaries	Average Staff Benefits	Average Total Compensation	Average Salaries	Average Staff Benefits	Average Total Compensation
University of Oklahoma	\$ 52,307	\$ 14,680	\$ 66,987	\$ 76,419	\$ 19,799	\$ 96,218
Oklahoma State University	54,807	15,436	70,242	78,064	19,468	97,532
Comprehensive Universities	\$ 53,437	\$ 15,022	\$ 68,459	\$ 77,179	\$ 19,646	\$ 96,825
University of Central Oklahoma	\$ 47,815	\$ 10,465	\$ 58,280	\$ -	\$ -	\$ -
East Central University	41,019	11,006	52,025	52,514	14,050	66,564
Northeastern State University	43,536	12,338	55,874	62,406	17,084	79,490
Northwestern Oklahoma State University	38,152	11,066	49,218	46,950	13,501	60,451
Southeastern Oklahoma State University	41,738	11,064	52,802	42,891	9,315	52,206
Southwestern Oklahoma State University	42,942	13,845	56,787	57,922	17,565	75,487
Cameron University	42,193	11,955	54,148	50,990	13,553	64,543
Langston University	37,759	10,455	48,215	43,465	11,730	55,195
Oklahoma Panhandle State University	35,574	8,327	43,901	47,401	10,381	57,781
Rogers State University (was Rogers State College)	37,293	15,316	52,609	52,426	13,124	65,550
University of Science & Arts of Oklahoma	40,835	9,622	50,457	54,188	9,336	63,524
Four-Year Universities	\$ 42,914	\$ 11,522	\$ 54,436	\$ 50,209	\$ 12,798	\$ 63,007
Carl Albert State College	\$ 34,614	\$ 8,446	\$ 43,060	\$ 37,908	\$ 9,009	\$ 46,917
Connors State College	34,168	10,010	44,178	44,877	9,695	54,572
Eastern Oklahoma State College	36,557	10,480	47,037	44,525	12,576	57,101
Murray State College	35,022	6,722	41,744	43,369	7,106	50,475
Northeastern Oklahoma A&M College	33,497	7,991	41,488	42,340	10,652	52,992
Northern Oklahoma College	35,842	10,782	46,624	43,026	12,375	55,401
Oklahoma City Community College	40,438	10,975	51,413	51,170	13,566	64,736
Redlands Community College	33,922	7,578	41,500	33,593	7,492	41,085
Rose State College	39,293	10,298	49,591	50,598	12,522	63,120
Seminole State College	33,977	10,716	44,693	40,282	11,389	51,671
Tulsa Community College	43,592	10,864	54,457	45,630	10,871	56,501
Western Oklahoma State College	36,003	6,611	42,614	39,654	7,034	46,688
Two-Year Colleges	\$ 38,522	\$ 9,933	\$ 48,455	\$ 43,690	\$ 10,273	\$ 53,963
All Colleges & Universities	\$ 45,827	\$ 12,408	\$ 58,235	\$ 61,398	\$ 15,337	\$ 76,735

FIGURE 9
AVERAGE TOTAL COMPENSATION PAID 9-10 MONTH & 11-12 MONTH FULL-TIME FACULTY
1997-98 COMPARED TO 1998-99

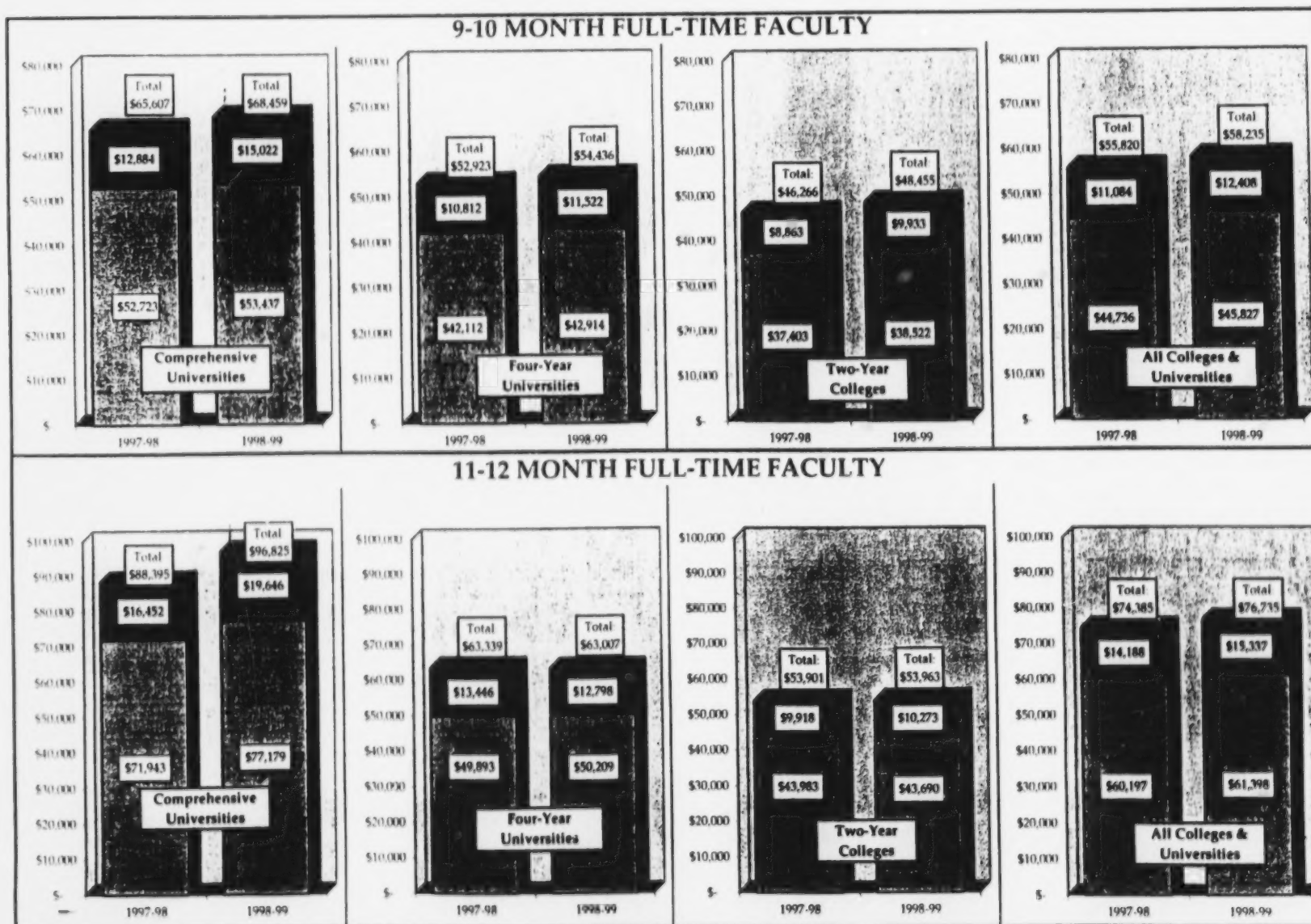


TABLE 9

Table 9 presents the highest and lowest salaries paid academic deans and full-time faculty classified both by contract period and by type of institution. The number of individuals and the number of institutions in each classification are also presented.

The average (mean) salaries for academic deans employed on an 11-12 month contract basis in 1998-99 for the three classifications of institutions are: comprehensive universities, \$138,055; four-year universities, \$72,974; and two-year colleges, \$58,451. For 1997-98 the average salaries were \$122,385, \$69,264, and \$56,663, respectively. Average salaries for academic deans increased over 1997-98 by 12.8 percent at comprehensive universities, by 5.4 percent at four-year universities, and by 3.2 percent at the two-year colleges.

The highest salary paid academic deans in the 25 institutions on an 11-12 month contract basis in 1998-99 is \$198,499 for comprehensive universities, \$118,440 for four-year universities, and \$66,800 for two-year colleges. The highest salary for these categories in 1997-98 was \$182,760, \$112,800, and \$65,000 for the comprehensive universities, four-year universities, and two-year colleges, respectively. The 1998-99 lowest salary for academic deans is \$89,000 for comprehensive universities, \$49,350 for four-year universities, and \$44,290 for two-year colleges. The lowest salary for these categories in 1997-98 was \$57,500, \$49,350, and \$43,000, respectively.

For full-time faculty on 9-10 month contracts in the state system, the highest salary paid in 1998-99 is \$164,999, up from \$144,200 in 1997-98. The lowest salary is \$12,400, up from \$4,784 in 1997-98.

For 1998-99, the highest salary for a full-time faculty member employed on a 9-10 month contract basis by a four-year university is \$67,300, an increase from \$63,496 in 1997-98. The lowest salary for a full-time faculty member employed on a 9-10 month contract basis by a four-year university in 1998-99 is \$24,000, unchanged from 1997-98. For two-year colleges, the 1998-99 high is \$64,902, compared to \$62,107 for 1997-98. Finally, the 1998-99 low two-year college salary is \$15,000, compared to \$24,250 in 1997-98.

The highest salary paid an 11-12 month contract full-time faculty member in the 25 institutions in 1998-99 is \$158,795, compared to \$150,840 in 1997-98. The lowest salary in 1998-99 is \$13,599, compared to \$12,000 in 1997-98. For 1998-99, the highest salary for a full-time faculty member employed on an 11-12 month contract basis by a comprehensive university is \$148,795, compared to \$150,840 in 1997-98; the lowest salary in 1998-99 is \$13,599, compared to \$23,472 in 1997-98. For 1998-99, the highest salary for a full-time faculty member employed on an 11-12 month contract basis by a four-year university is \$84,120, compared to \$81,360 in 1997-98; the lowest salary in 1998-99 is \$24,000, compared to \$12,000 in 1997-98. For 1998-99, the highest salary for a full-time faculty member employed on an 11-12 month contract basis by a two-year college is \$65,175, compared to \$66,892 in 1997-98; the lowest salary is \$26,780, an increase from \$23,235 in 1997-98. These data exclude academic deans.

TABLE 9

RANGE OF SALARIES PAID 9-10 AND 11-12 MONTH
ACADEMIC DEANS AND FULL-TIME FACULTY
1998-99

Rank	9-10 Month			11-12 Month		
	Comprehensive Universities	Four-Year Universities	Two-Year Colleges	Comprehensive Universities	Four-Year Universities	Two-Year Colleges
Academic Dean						
Number: Institutions	1			2	9	6
Individuals	1			18	43	17
Salary: Highest	\$102,549			\$198,499	\$118,440	\$66,800
Lowest	102,549			89,000	49,350	44,290
Average	102,549			138,055	72,974	58,451
Professor						
Number: Institutions	2	11		2	8	
Individuals	455	394		126	30	
Salary: Highest	\$164,999	\$67,300		\$148,795	\$84,120	
Lowest	39,999	30,835		58,260	47,240	
Average	69,792	52,478		93,868	64,056	
Associate Professor						
Number: Institutions	2	10		2	8	
Individuals	435	332		44	25	
Salary: Highest	\$92,219	\$63,756		\$106,668	\$72,601	
Lowest	28,200	33,564		42,620	39,312	
Average	50,320	45,641		65,706	55,522	

TABLE 9 (continued)

Rank	9-10 Month			11-12 Month		
	Comprehensive Universities	Four-Year Universities	Two-Year Colleges	Comprehensive Universities	Four-Year Universities	Two-Year Colleges
Assistant Professor						
Number: Institutions	2	10		2	6	
Individuals	369	531		17	31	
Salary: Highest	\$88,218	\$59,008		\$60,000	\$64,680	
Lowest	31,239	28,840		46,965	39,100	
Average	42,369	40,041		45,771	48,298	
Instructor						
Number: Institutions	2	11	12	2	9	12
Individuals	68	329	836	23	44	105
Salary: Highest	\$61,578	\$52,400	\$64,902	\$65,000	\$66,120	\$65,175
Lowest	12,400	24,000	15,000	13,599	24,000	26,780
Average	23,998	33,346	38,522	30,912	39,096	43,690
All Ranks						
Number: Institutions	2	11	12	2	10	12
Individuals	1,327	1,586	836	210	130	105
Salary: Highest	\$164,999	\$67,300	\$64,902	\$148,795	\$84,120	\$65,175
Lowest	12,400	24,000	15,000	13,599	24,000	26,780
Average	53,437	42,914	38,522	77,179	50,209	43,690

TABLE 10

Table 10 presents income earned by full-time faculty members from activities that are specifically authorized by the institution in addition to primary employment duties. Income from summer-term employment for faculty employed on a 9-10 month contract basis is excluded from Table 10. These data are presented as "actual" for the completed year of 1997-98 and "estimated" for the current year, 1998-99.

The "estimated" average mean income in the 25 institutions from extra teaching assignments and approved noninstitutional employment for 1998-99 is \$2,463 for those faculty members earning such income. The "actual" figure for 1997-98 was \$2,575. In 1998-99, the median of the "estimated" averages is \$2,043; in 1997-98, the median of the "actual" averages was \$2,495. In 1998-99, the highest "estimated" average income from extra assignments is \$3,909; in 1997-98, the highest "actual" average was \$5,129.

TABLE 10

ADDITIONAL INCOME FROM EXTRA TEACHING ASSIGNMENTS
AND APPROVED NONINSTITUTIONAL EMPLOYMENT
1997-98 AND 1998-99

Institution	Income from Extra Assignments			
	1997-98 Actual		1998-99 Estimated	
	Number of Faculty	Average Income	Number of Faculty	Average Income
University of Oklahoma	194	\$2,571	200	\$2,504
Oklahoma State University	189	\$3,419	195	\$3,410
Comprehensive Universities	383	\$2,989	395	\$2,951
University of Central Oklahoma	74	\$1,594	75	\$1,733
East Central University	87	1,436	83	1,556
Northeastern State University	151	2,742	89	1,738
Northwestern Oklahoma State University	42	1,618	39	994
Southeastern Oklahoma State University	64	1,616	62	1,232
Southwestern Oklahoma State University	81	1,654	80	1,600
Cameron University	99	2,468	99	2,394
Langston University	8	3,831	17	2,100
Oklahoma Panhandle State University	-	-	-	-
Rogers State University <i>(was Rogers State College)</i>	29	844	29	844
University of Science & Arts of Oklahoma	19	1,160	23	1,102
Four-Year Universities	654	\$1,822	596	\$1,537
Carl Albert State College	31	\$5,129	26	\$3,909
Connors State College	-	-	-	-
Eastern Oklahoma State College	44	3,513	44	3,602
Murray State College	7	1,125	6	1,143
Northeastern Oklahoma A&M College	-	-	-	-
Northern Oklahoma College	25	3,587	29	3,299
Oklahoma City Community College	78	3,048	68	3,220
Redlands Community College	17	1,842	15	2,155
Rose State College	135	3,000	135	3,000
Seminole State College	34	1,754	34	1,985
Tulsa Community College	148	3,388	153	3,383
Western Oklahoma State College	15	2,522	16	1,604
Two-Year Colleges	534	\$3,199	526	\$3,145
All Colleges & Universities	1,571	\$2,575	1,517	\$2,463

FIGURE 10
 ADDITIONAL INCOME FROM EXTRA TEACHING ASSIGNMENTS
 AND APPROVED NONINSTITUTIONAL EMPLOYMENT
 1997-98 - 1998-99

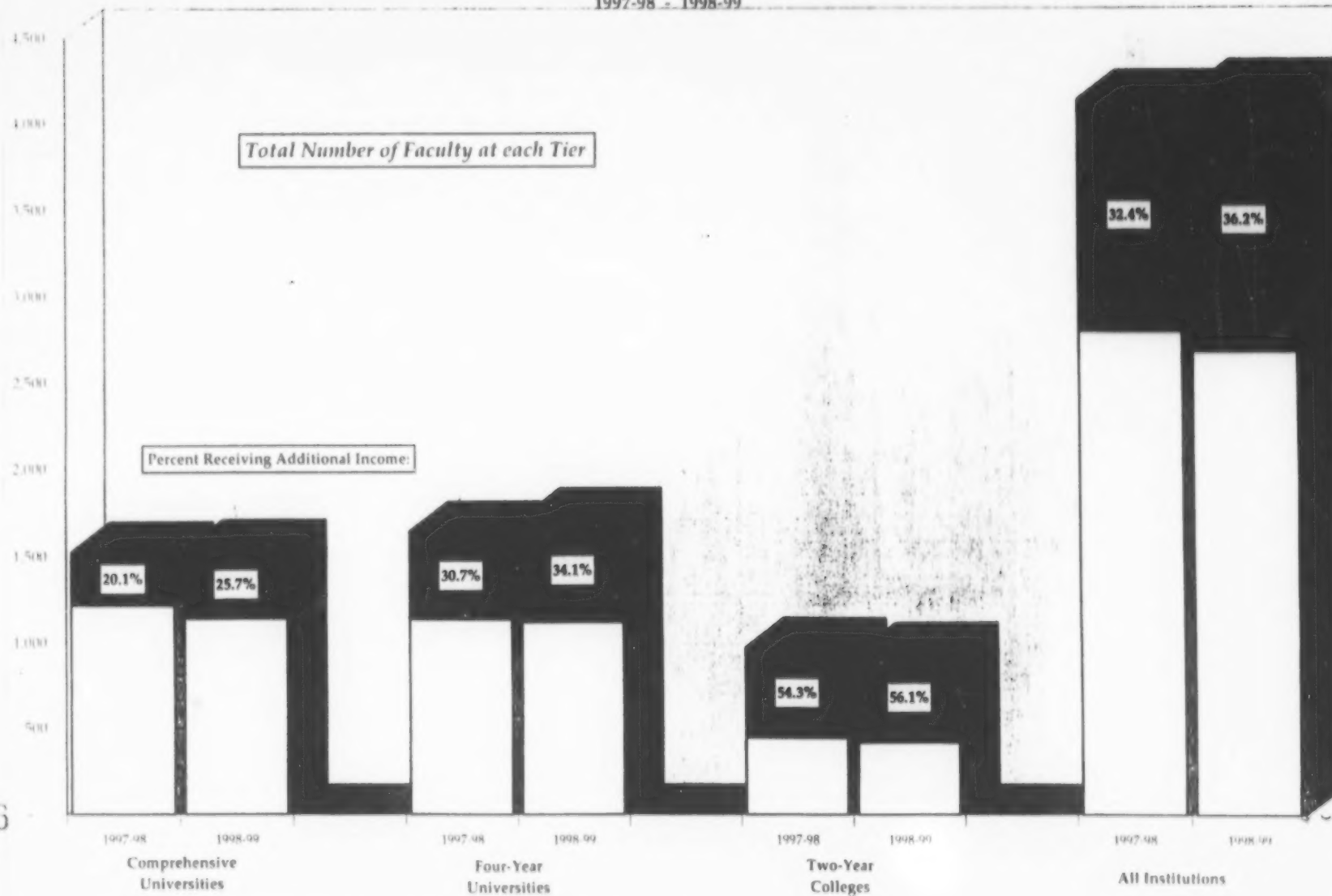


TABLE 11

Table 11 presents 1998-99 salary data for selected administrative positions on an 11-12 month employment period by type of institution. The positions selected for inclusion are those most commonly staffed at higher education institutions. The average amount of fringe benefits is also included in the table. In some institutions, one individual may hold two or more administrative titles. In these instances, the salary has been reported under that heading most commonly associated with the highest salary.

Comprehensive university presidents salaries average \$193,100 in 1998-99, compared to \$184,500 in 1997-98. Fringe benefits for the two presidents average \$40,388.

Four-year university presidents receive an average salary of \$119,016 in 1998-99, an increase of 5.4 percent over the 1997-98 average salary of \$125,745. The highest salary for a four-year university president in 1998-99 is \$138,000, compared to \$158,000 in 1997-98. Fringe benefits average \$28,175 or 23.7 percent of the average salary.

Two-year college presidents receive an average salary of \$98,585 in 1998-99, an increase of 3.4 percent over the 1997-98 average salary of \$95,361. The highest salary for a two-year college president in 1998-99 is \$137,500, compared to \$118,627 in 1997-98. Fringe benefits average \$21,919 or 22.2 percent of the average salary.

College and university vice presidents' salary information includes those positions surveyed in the Administrative Compensation Survey from the College and University Personnel Association (CUPA). These positions surveyed at the Vice President level are: Chief Academic Officer, Chief Business Officer, Chief Development Officer, and Chief Student Affairs Officer.

TABLE 11

11-12 MONTH AVERAGE SALARIES OF SELECTED ADMINISTRATIVE POSITIONS

1998-99

Position		Type of Institution			Position		Type of Institution		
		Comprehensive Universities	Four-Year Universities	Two-Year Colleges			Comprehensive Universities	Four-Year Universities	Two-Year Colleges
President					Chief Development Officer				
Number:	Institutions	2	11	12	Number:	Institutions	1	6	8
	Individuals	2	11	12		Individuals	1	6	8
Salary:	Highest	\$209,200	\$138,000	\$137,500	Salary:	Highest	\$145,000	\$82,746	\$88,625
	Lowest	177,000	92,000	81,396		Lowest	145,000	32,500	34,866
	Average	193,100	119,016	98,585		Average	145,000	59,939	52,143
Fringe Benefits:	Highest	\$42,176	\$35,395	\$26,375	Fringe Benefits:	Highest	\$32,603	\$19,987	\$15,739
	Lowest	38,599	17,977	11,094		Lowest	32,603	7,840	7,527
	Average	40,388	28,175	21,919		Average	32,603	13,019	11,109
Chief Academic Officer					Chief Student Affairs Officer				
Number:	Institutions	2	10	12	Number:	Institutions	2	9	11
	Individuals	2	10	12		Individuals	2	9	11
Salary:	Highest	\$165,060	\$101,760	\$89,945	Salary:	Highest	\$115,044	\$86,348	\$90,369
	Lowest	150,000	57,200	61,800		Lowest	95,000	44,000	50,568
	Average	157,530	86,983	70,334		Average	105,022	71,615	63,337
Fringe Benefits:	Highest	\$36,422	\$24,850	\$18,344	Fringe Benefits:	Highest	\$27,303	\$22,014	\$20,075
	Lowest	33,474	12,050	9,536		Lowest	23,901	10,155	9,004
	Average	34,948	20,529	14,447		Average	25,602	17,588	14,259
Chief Business Officer					Director of Institutional Research*				
Number:	Institutions	2	10	11	Number:	Institutions	2	4	6
	Individuals	2	10	11		Individuals	2	4	6
Salary:	Highest	\$145,740	\$96,360	\$86,000	Salary:	Highest	\$84,098	\$47,970	\$65,248
	Lowest	141,000	50,482	47,700		Lowest	68,000	27,000	36,061
	Average	143,370	81,391	66,699		Average	76,049	40,884	45,642
Fringe Benefits:	Highest	\$32,901	\$25,691	\$19,833	Fringe Benefits:	Highest	\$21,594	\$16,455	\$11,871
	Lowest	31,907	10,902	8,877		Lowest	19,178	6,903	6,430
	Average	32,404	19,913	14,385		Average	20,386	11,318	8,912

* One administrator is designated as both the Director of Institutional Research and Chief Budgeting Officer at one of the comprehensive universities.

TABLE 11 (cont.)

Position		Type of Institution			Position		Type of Institution		
		Comprehensive Universities	Four-Year Universities	Two-Year Colleges			Comprehensive Universities	Four-Year Universities	Two-Year Colleges
Chief Public Relations Officer					Chief Admissions Officer				
Number:	Institutions	2	9	11	Number:	Institutions	1	8	4
	Individuals	2	9	11		Individuals	1	8	4
Salary:	Highest	\$104,856	\$50,280	\$67,622	Salary:	Highest	\$65,148	\$62,822	\$58,667
	Lowest	75,607	26,000	25,125		Lowest	65,148	38,038	25,750
	Average	90,232	41,751	38,520		Average	65,148	48,287	39,576
Fringe Benefits:	Highest	\$25,449	\$14,018	\$16,564	Fringe Benefits:	Highest	\$17,872	\$17,137	\$14,069
	Lowest	20,526	6,733	5,089		Lowest	17,872	10,930	6,766
	Average	22,988	11,490	9,531		Average	17,872	13,241	9,847
Director of Libraries					Registrar				
Number:	Institutions	2	11	12	Number:	Institutions	2	8	11
	Individuals	2	11	12		Individuals	2	8	11
Salary:	Highest	\$102,960	\$74,640	\$64,995	Salary:	Highest	\$88,800	\$51,457	\$56,499
	Lowest	100,000	46,350	35,000		Lowest	76,169	32,000	22,947
	Average	101,480	56,761	45,528		Average	82,485	44,100	38,837
Fringe Benefits:	Highest	\$25,101	\$19,996	\$15,471	Fringe Benefits:	Highest	\$22,475	\$16,057	\$14,710
	Lowest	24,772	6,886	6,926		Lowest	20,623	7,755	5,098
	Average	24,937	14,997	11,011		Average	21,549	11,751	9,445
Director of Purchasing					Chief Physical Plant & Facilities				
Number:	Institutions	2	7	4	Number:	Institutions	2	11	11
	Individuals	2	7	4		Individuals	2	11	11
Salary:	Highest	\$74,530	\$53,300	\$64,028	Salary:	Highest	\$96,876	\$71,772	\$63,600
	Lowest	63,876	20,110	23,012		Lowest	90,000	35,000	26,700
	Average	69,203	37,012	44,973		Average	93,438	52,635	42,494
Fringe Benefits:	Highest	\$18,939	\$22,565	\$15,278	Fringe Benefits:	Highest	\$23,980	\$20,432	\$17,742
	Lowest	17,556	5,732	4,863		Lowest	21,632	8,286	5,090
	Average	18,248	11,251	11,112		Average	22,806	14,626	10,817

TABLE 11 (cont.)

Position		Type of Institution			Position		Type of Institution		
		Comprehensive Universities	Four-Year Universities	Two-Year Colleges			Comprehensive Universities	Four-Year Universities	Two-Year Colleges
Chief Budgeting Officer*					Director of Campus Security				
Number:	Institutions	1	3		Number:	Institutions	2	8	4
	Individuals	1	3			Individuals	2	8	4
Salary:	Highest	\$66,500	\$68,160		Salary:	Highest	\$84,192	\$48,024	\$56,564
	Lowest	66,500	28,770			Lowest	76,500	21,100	18,500
	Average	66,500	53,310			Average	80,346	32,555	29,415
Fringe Benefits:	Highest	\$18,823	\$18,689		Fringe Benefits:	Highest	\$22,022	\$14,005	\$13,782
	Lowest	18,823	8,488			Lowest	20,185	6,856	5,700
	Average	18,823	13,580			Average	21,104	10,026	8,469
Chief Personnel/HR Officer					Chief Payroll Officer				
Number:	Institutions	2	9	4	Number:	Institutions	2	6	4
	Individuals	2	9	4		Individuals	2	6	4
Salary:	Highest	\$90,288	\$60,000	\$72,725	Salary:	Highest	\$58,188	\$36,720	\$42,025
	Lowest	80,000	24,000	34,941		Lowest	43,160	22,098	16,983
	Average	85,144	45,929	53,544		Average	50,674	28,181	27,163
Fringe Benefits:	Highest	\$22,756	\$24,588	\$15,931	Fringe Benefits:	Highest	\$16,142	\$10,881	\$10,834
	Lowest	19,891	6,392	5,861		Lowest	12,951	6,267	5,523
	Average	21,324	13,395	12,258		Average	14,547	9,069	7,163
Director of Alumni Affairs					Director of Telecommunications				
Number:	Institutions	2	6	1	Number:	Institutions	1	5	2
	Individuals	2	6	1		Individuals	1	5	2
Salary:	Highest	\$94,600	\$60,000	\$31,236	Salary:	Highest	\$70,344	\$55,800	\$ 47,741
	Lowest	91,608	33,199	31,236		Lowest	70,344	36,278	45,000
	Average	93,104	39,422	31,236		Average	70,344	45,840	46,371
Fringe Benefits:	Highest	\$23,833	\$18,518	\$9,732	Fringe Benefits:	Highest	\$19,039	\$12,716	\$ 10,185
	Lowest	23,002	8,966	9,732		Lowest	19,039	9,953	7,613
	Average	23,418	12,237	9,732		Average	19,039	11,280	8,899

* One administrator is designated as both the Director of Institutional Research and Chief Budgeting Officer at one of the comprehensive universities.

TABLE 11 (cont.)

Position		Type of Institution			Position		Type of Institution		
		Comprehensive Universities	Four-Year Universities	Two-Year Colleges			Comprehensive Universities	Four-Year Universities	Two-Year Colleges
Comptroller					Bursar				
Number:	Institutions	2	6	9	Number:	Institutions	2	6	3
	Individuals	2	6	9		Individuals	2	6	3
Salary:	Highest	\$105,780	\$62,760	\$70,498	Salary:	Highest	\$66,000	\$40,680	\$24,467
	Lowest	83,000	37,748	28,280		Lowest	61,980	23,400	18,703
	Average	94,390	54,798	44,472		Average	63,990	31,746	22,057
Fringe Benefits:	Highest	\$25,620	\$18,989	\$16,664	Fringe Benefits:	Highest	\$18,705	\$13,618	\$7,876
	Lowest	21,813	8,735	6,238		Lowest	17,081	6,385	4,527
	Average	23,717	14,281	11,029		Average	17,893	9,687	6,133
Director of Financial Aid					Director of Athletics				
Number:	Institutions	2	11	12	Number:	Institutions	2	9	5
	Individuals	2	11	12		Individuals	2	9	5
Salary:	Highest	\$89,304	\$55,000	\$58,105	Salary:	Highest	\$157,776	\$73,452	\$51,675
	Lowest	65,118	28,938	24,745		Lowest	150,000	50,900	36,191
	Average	77,211	44,672	39,223		Average	153,888	58,613	43,978
Fringe Benefits:	Highest	\$22,573	\$17,911	\$15,064	Fringe Benefits:	Highest	\$35,096	\$19,582	\$12,733
	Lowest	18,499	7,233	5,671		Lowest	32,074	11,146	6,769
	Average	20,536	12,481	9,312		Average	33,585	15,416	9,959
Chief Legal Counsel					Chief Information System Officer				
Number:	Institutions	2		1	Number:	Institutions	2	9	8
	Individuals	2		1		Individuals	2	9	8
Salary:	Highest	\$116,496		\$ 95,036	Salary:	Highest	\$113,316	\$77,140	\$77,604
	Lowest	101,975		95,036		Lowest	105,000	45,827	34,094
	Average	109,236		95,036		Average	109,158	60,692	50,423
Fringe Benefits:	Highest	\$27,572		\$ 21,013	Fringe Benefits:	Highest	\$26,991	\$20,068	\$18,729
	Lowest	25,115		21,013		Lowest	24,242	10,873	6,357
	Average	26,344		21,013		Average	25,617	15,823	12,229

TABLES 12, 13, and 14

Tables 12, 13, and 14 present average salaries and fringe benefits of eight constituent agencies in the state higher education system. Each of the constituent agencies is unique with respect to average salary rates or professional classification. Consequently, salary data for each of the eight agencies are presented separately.

The University of Oklahoma Health Sciences Center average salaries are presented on an 11-12 month contract basis. **The College of Medicine** 1998-99 average salary is \$72,989, an increase of 10.0 percent from 1997-98. **The College of Dentistry** 1998-99 average salary is \$65,291, an increase of 8.5 percent from 1997-98. **The College of Nursing** 1998-99 average salary is \$41,060, an increase of 2.9 percent over 1997-98. **The College of Public Health** 1998-99 average salary is \$65,809, an increase of 5.2 percent over 1997-98. **The College of Allied Health** 1998-99 average salary is \$49,815, a decrease of 0.9 percent from 1997-98. **The Graduate College** 1998-99 average salary is \$35,242. **The College of Pharmacy** 1998-99 average salary is \$66,618, an increase of 4.5 percent over 1997-98. **The Tulsa Branch Medical School** 1998-99 average salary is \$85,862, a decrease of 0.1 percent from 1997-98.

The University of Oklahoma Law Center full-time faculty average salary on a 9-10 month equivalent contract basis for 1998-99 is \$90,595, an 11.0 percent increase over 1997-98.

The Oklahoma State University College of Veterinary Medicine full-time faculty average salary on an 11-12 month contract basis for 1998-99 of \$75,722 is an increase of 3.0 percent over 1997-98.

The Oklahoma State University Agricultural Experiment Station full-time faculty average salary on an 11-12 month contract basis for 1998-99 of \$70,723 is an increase of 2.2 percent over 1997-98.

The Oklahoma State University Cooperative Extension Service full-time faculty average salary on an 11-12 month contract basis for 1998-99 of \$67,179 is an increase of 2.3 percent over 1997-98.

The Oklahoma State University College of Osteopathic Medicine full-time faculty average salary on an 11-12 month contract basis for 1998-99 of \$100,333 is an increase of 8.3 percent over 1997-98.

The Oklahoma State University Technical Branch, Okmulgee full-time faculty average salary on an 11-12 month contract basis for 1998-99 of \$41,812 is an increase of 3.5 percent from 1997-98.

The Oklahoma State University Technical Branch, Oklahoma City full-time faculty average salary on a 9-10 month contract basis for 1998-99 of \$36,212 is an increase of 4.5 percent over 1997-98.

TABLE 12

UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER*
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
11-12-MONTH SALARIES FOR 1998-99

College	Academic Rank									
	Professor		Associate Professor		Assistant Professor		Instructor		Average, All Ranks	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
College of Medicine	143	\$93,332	117	\$72,829	159	\$61,076	37	\$46,067	456	\$72,989
College of Dentistry	13	\$77,117	19	\$66,874	15	\$53,037			47	\$65,291
College of Nursing	3	\$77,130	11	\$56,324	25	\$37,827	19	\$30,781	58	\$41,060
College of Public Health	12	\$86,392	11	\$59,487	12	\$51,020			35	\$65,809
College of Allied Health	10	\$66,787	11	\$54,089	29	\$42,355	1	\$49,410	51	\$49,815
Graduate College of Medical & Dental Science			3	\$45,279	5	\$29,219			8	\$35,242
College of Pharmacy	11	\$81,703	10	\$69,080	20	\$57,090			41	\$66,618
Tulsa Branch Medical School	12	\$115,070	18	\$92,708	30	\$74,420	4	\$53,250	64	\$85,862
TOTAL	204	\$91,003	200	\$70,779	295	\$56,994	61	\$41,832	760	\$68,534

*NOTE: Included faculty are those employed full-time for the Health Sciences Center and faculty members who devote a part of their time to the Health Sciences Center and to either the Veterans Administration or to the Medical Research Foundation but whose employment agreement anticipates the amount of income from these sources. Full-time faculty members prorate time among the various divisions. Time allocated to each division has been rounded to the nearest whole number of full-time faculty.

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TABLE 13

**AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
All Other Constituent Agencies
1998-99**

**UNIVERSITY OF OKLAHOMA LAW CENTER
9-10 MONTH EQUIVALENT SALARIES FOR 1998-99**

Rank	Number	Amount
Professor	28	\$99,031
Associate Professor	6	72,683
Assistant Professor	-	-
Instructor	3	47,680
All Ranks	37	\$90,595

NOTE: All 11-12 month salaries have been equated to 9-10 month basis by multiplying the 11-12 month salaries by 9/11.

**OSU COLLEGE OF VETERINARY MEDICINE
11-12 MONTH EQUIVALENT SALARIES FOR 1998-99**

Rank	Number	Amount
Professor	27	\$87,161
Associate Professor	20	71,301
Assistant Professor	16	64,273
Instructor	1	38,489
All Ranks	64	\$75,722

NOTE: All 9-10 month salaries have been equated to 11-12 month basis by multiplying the 9-10 month salaries by 11/9.

**OSU AGRICULTURE EXPERIMENT STATION
11-12 MONTH EQUIVALENT SALARIES FOR 1998-99**

Rank	Number	Amount
Professor	53	81,325
Associate Professor	18	59,734
Assistant Professor	14	52,570
Instructor	3	34,079
All Ranks	88	\$70,723

NOTE: All 9-10 month salaries have been equated to 11-12 month basis by multiplying the 9-10 month salaries by 11/9.

TABLE 13 (continued)

**AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
All Other Constituent Agencies
1998-99**

**OSU COOPERATIVE EXTENSION SERVICE
11-12 MONTH SALARIES FOR 1998-99**

Rank	Number	Amount
Professor	33	\$78,121
Associate Professor	16	58,829
Assistant Professor	17	53,799
Instructor	-	-
All Ranks	66	\$67,179

**OSU COLLEGE OF OSTEOPATHIC MEDICINE
11-12 MONTH EQUIVALENT SALARIES FOR 1998-99**

Rank	Number	Amount
Professor	18	\$113,340
Associate Professor	15	97,330
Assistant Professor	17	89,211
All Ranks	50	\$100,333

**OSU TECHNICAL BRANCH, OKMULGEE
11-12 MONTH EQUIVALENT SALARIES FOR 1998-99**

Rank	Number	Amount
Professor		
Associate Professor		
Assistant Professor		
Instructor	127	41,812
All Ranks	127	\$41,812

NOTE: All 9-10 month salaries have been equated to 11-12 month basis by multiplying the 9-10 month salaries by 11/9.

**OSU TECHNICAL BRANCH, OKLAHOMA CITY
9-10 MONTH EQUIVALENT SALARIES FOR 1998-99**

Rank	Number	Amount
Professor	8	43,409
Associate Professor	13	42,244
Assistant Professor	23	33,755
Instructor	16	31,243
All Ranks	60	\$36,212

NOTE: All 11-12 month salaries have been equated to 9-10 month basis by multiplying the 11-12 month salaries by 9/11.

TABLE 14

AVERAGE FRINGE BENEFITS PAID 9-10 MONTH FULL-TIME FACULTY, 1998-99

Institution	No. of Faculty	Retirement Plan	Medical & Dental	Social Security	Unemployment Compensation	Group Life Insurance	Workers' Compensation	Other	Total
OU Health Sciences Center									
College of Nursing	36	\$6,413	\$1,921	\$2,880	\$90	\$156	\$151	\$3	\$11,614
College of Public Health	2	8,804	1,921	3,771	90	204	197	3	14,990
College of Allied Health	6	5,424	1,921	2,512	90	136	131	3	10,217
OU Law Center	29	15,225	1,924	5,627	114	396	516	3	23,805
OSU Constituent Agencies									
College of Veterinary Medicine	5	10,238	2,051	4,798	23	320	386		17,816
Agriculture Experiment Station	3	9,612	2,051	4,565	23	305	360		16,916
Technical Branch, Okmulgee	75	4,326	2,051	2,203	23	164	193	-	8,960
Technical Branch, Oklahoma City	41	5,476	2,001	2,616	23	173	204		10,493

AVERAGE FRINGE BENEFITS PAID 11-12 MONTH FULL-TIME FACULTY, 1998-99

Institution	No. of Faculty	Retirement Plan	Medical & Dental	Social Security	Unemployment Compensation	Group Life Insurance	Workers' Compensation	Other	Total
OU Health Sciences Center									
College of Medicine	456	\$12,430	\$1,921	\$5,560	\$90	\$302	\$292	\$3	\$20,598
College of Dentistry	47	11,276	1,921	4,995	90	270	261	3	18,816
College of Nursing	22	10,159	1,921	4,425	90	239	231	3	17,068
College of Public Health	33	1,594	1,921	5,157	90	279	270	3	9,314
College of Allied Health	45	9,413	1,921	4,045	90	219	212	3	15,903
Graduate College of Medical & Dental Science	8	5,918	1,921	2,696	90	146	141	3	10,915
College of Pharmacy	41	11,475	1,921	5,096	90	276	266	3	19,127
Tulsa Branch Medical School	64	14,361	1,921	5,746	90	355	343	3	22,819
OU Law Center	8	14,406	1,924	5,293	114	368	480	3	22,588
OSU Constituent Agencies									
College of Veterinary Medicine	59	12,481	2,051	5,193	23	300	358		20,406
Agriculture Experiment Station	85	11,946	2,026	4,904	23	275	330		19,504
Cooperative Extension Service	66	14,212	2,578	4,811	23	262	309		22,195
Technical Branch, Okmulgee	52	8,195	2,051	3,955	23	202	239	-	14,665
Technical Branch, Oklahoma City	19	7,787	1,973	3,541	23	180	213		13,717
College of Osteopathic Medicine	50	10,785	2,048	5,723	23	384	460		19,423

TABLES 15 and 16

Tables 15 and 16 illustrate the number and average salaries of new full-time faculty hired in 1998-99, as well as the number and average salaries of full-time faculty terminations in 1997-98. A total of 266 faculty retired, resigned, or were terminated, while an additional 350 faculty were hired, a net gain of 84 new faculty. "Terminated Faculty" on Table 16 includes faculty who departed for any of the noted reasons (retired or resigned).

When comparing average salaries of new faculty hires to faculty terminations, new faculty salaries were 5.5 percent higher at the comprehensive universities, 9.7 percent lower at four-year universities, and 15.3 percent higher at two-year colleges. The system average is 3.1 percent less for new hires compared to terminated faculty. The average salaries of new hires are lower primarily because most new faculty are hired at a lower academic rank (i.e., assistant professor or instructor).

It is significant that the average salary of new hires is higher at all ranks of both comprehensive universities than the average salary of each rank as a whole (Table 15 vs. Table 1). At OU, for example, at the professor level, new hires average salary is \$102,804, compared to \$72,721 average salary of currently employed professors. At the regional universities, newcomers' average salaries are lower than the average salaries for the ranks of assistant professor and instructor, as a whole, but are higher for associate professors.

TABLE 15

NEW FACULTY HIRES - 1998-99

Institution	Professor		Associate Professor		Assistant Professor		Instructor		Total	
	Number	Avg. Salary	Number	Avg. Salary	Number	Avg. Salary	Number	Avg. Salary	Number	Avg. Salary
University of Oklahoma	15	\$ 102,804	5	\$ 60,549	43	\$ 40,813			63	\$ 57,139
Oklahoma State University	2	78,091	1	52,002	26	44,018			29	46,643
Comprehensive Universities	17	\$ 99,897	6	\$ 59,124	69	\$ 42,021			92	\$ 53,831
University of Central Oklahoma			3	\$ 49,200	21	\$ 43,573	16	\$ 35,752	40	\$ 40,866
East Central University	1	58,400	1	37,000	12	34,218	6	26,745	20	33,324
Northeastern State University					13	39,990	8	32,988	21	37,322
Northwestern Oklahoma State University			2	41,200	5	37,040	9	30,512	16	33,888
Southeastern Oklahoma State University			2	50,795	13	38,719	8	30,082	23	36,765
Southwestern Oklahoma State University					11	32,818	9	26,889	20	30,150
Cameron University			1	38,508	8	44,989	9	29,834	18	37,051
Langston University	3	47,727	4	40,886	5	38,900	5	34,064	17	39,503
Oklahoma Panhandle State University					2	32,500	4	30,625	6	31,250
Rogers State University (was Rogers State College)							4	32,125	4	32,125
University of Science & Arts of Oklahoma			1	41,625	3	37,387	5	31,702	9	34,700
Regional 4-Year Tier	4	\$ 50,395	14	\$ 43,734	93	\$ 38,996	83	\$ 29,801	194	\$ 35,639
Carl Albert State College							1	22,909	1	22,909
Connors State College							1	\$ 29,320	1	\$ 29,320
Eastern Oklahoma State College							6	30,377	6	30,377
Murray State College							6	36,462	6	36,462
Northeastern Oklahoma A&M College							1	26,366	1	26,366
Northern Oklahoma College							7	30,666	7	30,666
Oklahoma City Community College							4	31,441	4	31,441
Redlands Community College							7	34,214	7	34,214
Rose State College							3	28,717	3	28,717
Seminole State College							4	28,350	4	28,350
Tulsa Community College							4	30,747	4	30,747
Western Oklahoma State College							19	32,820	19	32,820
							2	39,150	2	39,150
Two-Year Colleges							64	\$ 32,204	64	\$ 32,204
All Institutions	21	\$ 90,468	20	\$ 48,351	162	\$ 40,284	147	\$ 30,847	350	\$ 39,793

NOTE: Includes all full-time faculty salaries on a 9-10 month basis. All 11-12 month salaries have been equated to 9-10 month salaries by multiplying the 11-12 month salaries by 9/11.

TABLE 16

FACULTY TERMINATIONS - 1998-99

Institution	Professor		Associate Professor		Assistant Professor		Instructor		Total	
	Number	Avg. Salary	Number	Avg. Salary	Number	Avg. Salary	Number	Avg. Salary	Number	Avg. Salary
University of Oklahoma	10	\$ 68,862	9	\$ 46,192	13	\$ 41,312			32	\$ 51,294
Oklahoma State University	14	62,018	7	49,126	14	41,651	1	33,192	36	50,790
Comprehensive Universities	24	\$ 64,870	16	\$ 47,476	27	\$ 41,488	1	\$ 33,192	68	\$ 51,027
University of Central Oklahoma	6	\$ 56,125			15	\$ 43,238	3	\$ 32,070	24	\$ 45,064
East Central University	2	\$ 49,694	3	\$ 45,257	11	\$ 37,985	3	\$ 31,530	19	39,346
Northeastern State University	2	\$ 52,850	3	\$ 45,717	8	\$ 42,580	7	\$ 31,414	20	40,170
Northwestern Oklahoma State University	4	\$ 47,436	1	\$ 41,000	5	\$ 35,910	7	\$ 28,613	17	35,917
Southeastern Oklahoma State University	4	\$ 51,920	1	\$ 48,040	9	\$ 39,977	7	\$ 31,258	21	39,729
Southwestern Oklahoma State University	3	\$ 46,644	5	\$ 46,947	7	\$ 41,405	7	\$ 32,721	22	40,616
Cameron University	2	\$ 48,832	3	\$ 41,553	7	\$ 35,837	6	\$ 28,565	18	35,809
Langston University	2	\$ 56,032	5	\$ 46,590	6	\$ 33,889	5	\$ 27,800	18	38,186
University of Science & Arts of Oklahoma			1	\$ 42,218	4	\$ 37,491	3	\$ 32,250	8	36,116
4-year Universities	25	\$ 51,557	22	\$ 45,297	72	\$ 39,450	48	\$ 30,541	167	\$ 39,472
Carl Albert State College							2	38,784	2	38,784
Connors State College							1	34,797	1	34,797
Eastern Oklahoma State College							6	37,392	6	37,392
Murray State College							2	42,594	2	42,594
Northeastern Oklahoma A&M College							2	32,492	2	32,492
Northern Oklahoma College							6	31,483	6	31,483
Oklahoma City Community College							2	35,278	2	35,278
Redlands Community College							1	27,786	1	27,786
Seminole State College							1	38,189	1	38,189
Tulsa Community College							7	47,898	7	47,898
Western Oklahoma State College							1	27,800	1	27,800
2-year Colleges							31	\$ 27,931	31	\$ 27,931
All Institutions	49	\$ 58,078	38	\$ 46,214	99	\$ 40,006	80	\$ 29,563	266	\$ 41,081

NOTE: Includes all full-time faculty salaries on a 9-10 month basis. All 11-12 month salaries have been equated to 9-10 month salaries by multiplying the 11-12 month salaries by 9/11.

TABLE 17

Table 17 illustrates average salaries by rank and by tier of Oklahoma institutions compared to national averages.

Oklahoma has made significant strides in bringing faculty salaries up to the national average. With the exception of Oklahoma's instructor salaries, which already exceed the national average, salaries of all other ranks are now no more than 11 percentage points below the national average. Oklahoma professors salaries are at 89.6 percent of the national average (\$63,866 compared to \$71,257), associate professors are 90.9 percent of the national average (\$48,497 compared to \$53,356), and assistant professors are 92.8 percent of the national average (\$40,884 compared to \$44,075). Oklahoma instructors salaries exceed the national average, \$35,978 compared to \$33,323.

Professors at Oklahoma's comprehensive universities have seen the largest 11-year growth in average salary, 66.5 percent, when compared to other ranks and other tiers. Nationally, professor salaries at comprehensive universities grew only 55.2 percent, by comparison. Not surprisingly, Oklahoma instructors at comprehensive universities have seen the smallest 11-year increase, 29.8 percent, and are 71.9 percent of the national average (\$24,325 compared to \$33,854).

Overall, average salaries of all ranks have increased 49.7 percent over the 11-year period compared to 50.3 percent nationally, bringing Oklahoma average faculty salaries to 82.7 percent of the national average.

Figure 11 shows the annual percentage increases in average faculty salaries in Oklahoma and the nation over a 10-year period for each tier of institutions. Comprehensive universities and two-year colleges have made the most progress, with percentage increases surpassing the national average in 6 out of the 10 years. Overall, Oklahoma's average annual increase matched the national average of 3.5 percent.

Figure 12 shows annual percentage increases in faculty salaries in Oklahoma and the nation over a 10-year period by faculty rank. Professors received the largest average annual increase, 4.2 percent, compared to 3.6 percent nationally. Average annual increases for associate professors, assistant professors, and instructors were 3.2 percent, 3.1 percent, and 3.0 percent, respectively.

TABLE 17

**AVERAGE SALARIES PAID FULL-TIME FACULTY, BY RANK, BY TIER
OKLAHOMA COMPARED TO NATIONAL PUBLIC INSTITUTIONS
1987-88 to 1998-99**

Salaries by Tier		1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	1998-99	11-Yr % Inc
Comprehensive Universities	National	51,080	54,240	57,520	60,450	61,950	63,250	64,800	67,560	69,750	72,220	75,154	78,260	55.2
	Oklahoma	42,833	45,472	48,215	52,752	54,784	54,663	55,921	58,217	60,585	64,225	70,760	71,912	66.9
	OK % of Nat'l	83.85%	83.83%	83.82%	87.27%	88.43%	86.42%	86.22%	86.17%	86.86%	88.93%	94.15%	90.95%	
Four-Year Universities	National	46,060	46,920	49,610	52,190	53,750	54,240	55,690	57,090	58,520	60,491	61,834	63,617	36.6
	Oklahoma	35,707	38,537	41,018	42,878	44,956	45,543	46,307	46,907	48,046	49,873	51,974	53,157	48.4
	OK % of Nat'l	77.52%	82.13%	82.68%	82.16%	83.64%	83.97%	83.15%	82.16%	82.09%	82.46%	84.06%	83.30%	
All Institutions	National	47,220	50,070	53,210	55,830	57,370	58,370	59,770	62,000	63,870	65,794	68,016	71,257	50.9
	Oklahoma	39,567	42,546	45,189	48,555	50,590	50,825	51,866	53,524	55,544	56,474	57,045	57,866	61.4
	OK % of Nat'l	83.79%	84.97%	84.93%	86.97%	88.18%	87.07%	86.78%	86.33%	86.97%	85.82%	83.76%	81.21%	

Salaries by Tier		1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	1998-99	11-Yr % Inc
Comprehensive Universities	National	37,330	39,570	42,010	44,000	45,090	45,840	47,170	49,090	50,540	52,110	54,004	56,234	51.7
	Oklahoma	32,933	35,747	37,772	41,067	42,065	41,698	42,411	43,562	44,717	46,520	48,480	50,634	53.8
	OK % of Nat'l	88.22%	90.34%	89.91%	93.33%	93.29%	90.96%	89.91%	88.74%	88.48%	89.28%	89.76%	89.42%	
Four-Year Universities	National	34,710	37,350	39,690	41,570	43,020	43,430	44,660	46,020	46,860	48,546	49,577	51,015	47.0
	Oklahoma	32,716	34,918	36,667	38,015	38,960	39,206	39,440	40,538	40,780	42,464	44,621	45,629	39.5
	OK % of Nat'l	94.26%	93.49%	92.38%	91.45%	90.56%	90.27%	88.31%	88.09%	87.03%	87.47%	90.00%	89.44%	
All Institutions	National	35,640	37,890	40,250	42,210	43,420	44,070	45,330	46,990	48,180	49,664	51,181	53,356	49.7
	Oklahoma	32,847	35,427	37,339	39,849	40,827	40,696	41,209	42,315	43,092	44,875	46,917	48,497	47.0
	OK % of Nat'l	92.16%	93.50%	92.77%	94.41%	94.03%	92.34%	90.91%	90.05%	89.64%	90.36%	91.67%	90.89%	

Salaries by Tier		1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	1998-99	11-Yr % Inc
Comprehensive Universities	National	31,680	33,400	35,380	36,980	38,030	38,880	39,860	41,320	42,460	43,625	45,148	47,150	49.8
	Oklahoma	28,476	29,915	31,675	34,651	35,487	36,221	37,036	37,519	38,074	39,158	40,358	42,153	48.0
	OK % of Nat'l	90.46%	89.57%	89.53%	93.70%	93.31%	93.16%	92.92%	90.80%	89.68%	89.26%	89.39%	89.40%	
Four-Year Universities	National	28,380	30,900	32,730	34,460	35,730	36,160	37,220	38,360	39,000	40,177	40,762	41,963	47.9
	Oklahoma	28,424	30,446	32,496	33,920	35,114	35,077	35,621	36,262	36,907	37,944	39,215	40,012	40.8
	OK % of Nat'l	100.16%	98.53%	99.29%	98.47%	98.28%	97.00%	95.70%	94.53%	94.63%	94.57%	96.20%	95.39%	
All Institutions	National	29,610	31,680	33,530	35,200	36,330	37,000	37,960	39,210	40,170	41,272	42,402	44,075	48.9
	Oklahoma	28,446	30,234	32,148	34,242	35,284	35,590	36,203	36,789	37,369	38,448	39,660	40,884	43.7
	OK % of Nat'l	96.07%	95.45%	95.88%	97.28%	97.12%	96.19%	95.37%	93.83%	93.03%	93.16%	93.53%	92.76%	

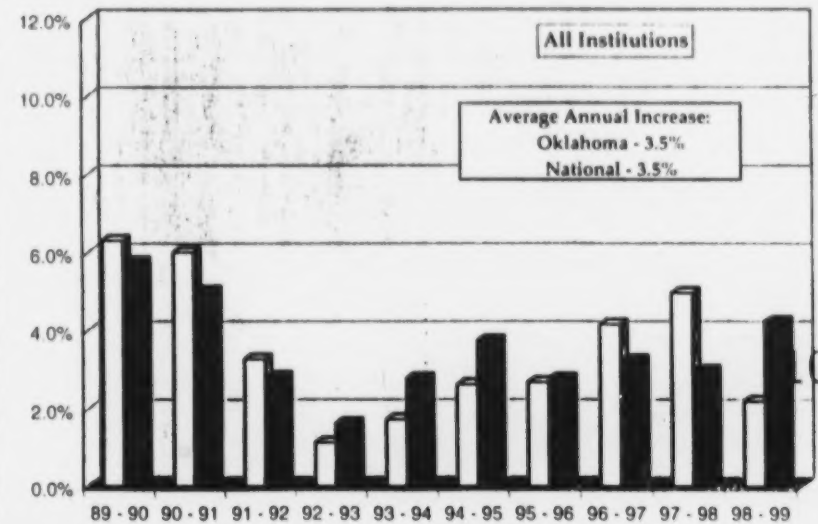
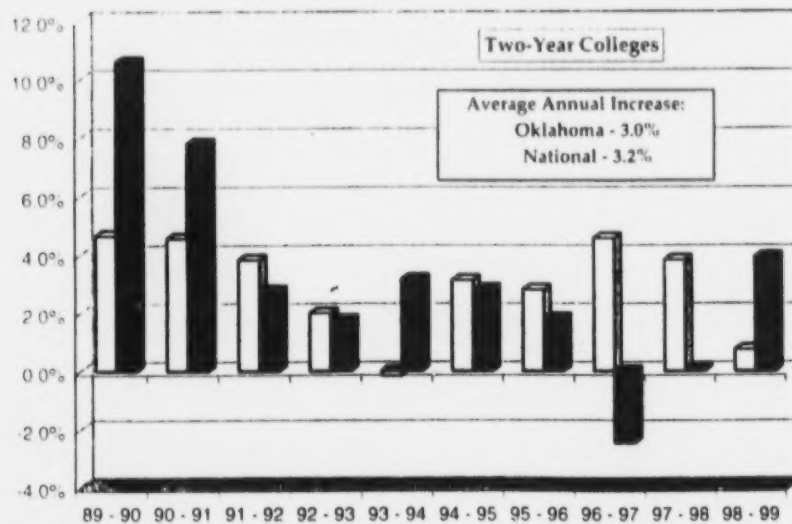
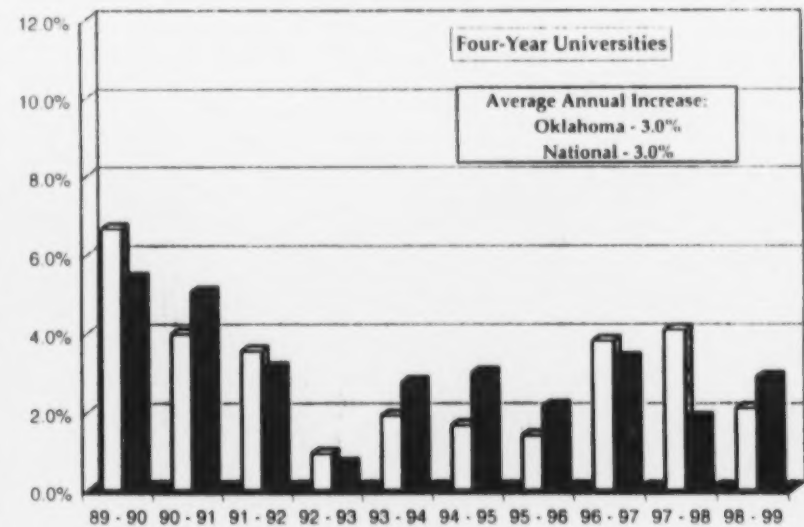
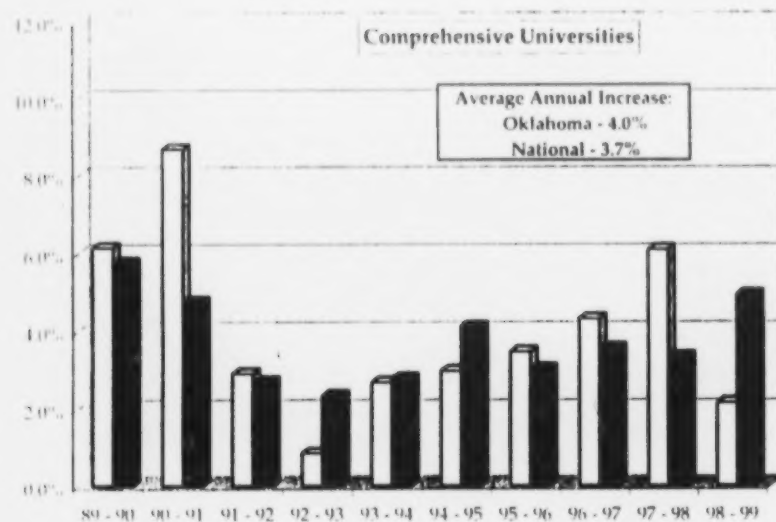
Salaries by Tier		1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	1998-99	11-Yr % Inc
Comprehensive Universities	National	22,180	23,580	24,570	25,910	26,810	27,170	28,170	29,300	29,960	30,910	32,478	33,854	52.6
	Oklahoma	18,739	19,224	21,222	23,725	24,506	24,199	24,510	25,546	26,175	27,826	29,139	24,325	29.8
	OK % of Nat'l	84.49%	81.53%	86.37%	91.57%	92.09%	89.07%	87.01%	78.95%	74.02%	77.40%	77.40%	71.85%	
Four-Year Universities	National	21,810	24,030	25,110	26,170	27,210	27,600	28,440	29,460	30,120	31,278	31,065	31,878	46.2
	Oklahoma	23,826	25,572	26,806	27,847	28,680	29,055	29,465	29,566	30,167	31,205	32,300	32,812	37.7
	OK % of Nat'l	109.24%	105.58%	106.75%	106.41%	105.40%	105.27%	103.67%	100.36%	100.16%	99.77%	103.98%	102.93%	
Two-Year Colleges	National	29,130	31,210	34,510	37,200	38,230	38,890	40,110	41,230	41,970	43,941	45,973	47,575	46.2
	Oklahoma	26,824	28,007	29,307	30,638	31,805	32,440	32,390	33,395	34,324	35,867	37,255	38,183	42.3
	OK % of Nat'l	92.08%	89.74%	84.92%	82.36%	83.22%	83.41%	80.75%	81.00%	81.78%	87.66%	90.99%	89.68%	
All Institutions	National	22,190	23,890	25,040	26,330	27,180	27,750	28,170	29,600	30,810	31,834	32,954	33,323	50.2
	Oklahoma	25,527	26,874	28,217	29,541	30,625	32,440	31,340	32,041	32,781	34,184	35,368	35,976	40.9
	OK % of Nat'l	115.04%	112.32%	112.77%	112.20%	112.67%	116.92%	107.68%	108.25%	106.40%	107.36%	109.30%	107.97%	

Salaries by Tier		1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	1998-99	11-Yr % Inc
Comprehensive Universities	National	40,970	43,010	45,490	47,650	48,930	50,070	51,460	53,570	55,190	57,149	59,051	61,958	51.2
	Oklahoma	34,386	36,994	39,286	42,680	43,920	44,297	45,477	46,826	48,447	50,533	53,613	54,764	59.3
	OK % of Nat'l	83.93%	86.01%	86.52%	89.57%	89.57%	88.46%	86.37%	87.41%	87.78%	88.42%	90.79%	88.39%	
Four-Year Universities	National	35,260	38,080	40,140	42,170	43,490	43,790	45,000	46,350	47,750	48,943	49,852	51,296	45.5
	Oklahoma	30,142	31,924	34,054	35,411	36,669	37,018	37,729	38,360	38,903	40,387	42,074	42,924	42.8
	OK % of Nat'l	85.48%	83.85%	84.64%	83.97%	84.32%	84.54%	83.84%	82.76%	82.16%	82.52%	84.33%	83.69%	
Two-Year Colleges	National	29,130	31,210	34,510	37,200	38,230	38,890	40,110	41,230	41,970	43,941	45,973	47,575	46.2
	Oklahoma	26,824	28,007	29,307	30,638	31,805	32,440	32,390	33,395	34,324	35,867	37,255	37,525	39.9
	OK % of Nat'l	92.08%	89.74%	84.92%	82.36%	83.22%	83.41%	80.75%	81.00%	81.78%	87.66%	90.99%	89.14%	
All Institutions	National	37,170	39,640	41,920	44,020	45,260	46,000	47,280	49,050	50,410	52,044	53,544	55,856	50.3
	Oklahoma	30,854	32,754	34,820	36,913	38,120	38,556	39,225	40,254	41,372	43,051	45,189	46,181	49.7
	OK % of Nat'l	83.02%	82.67%	83.08%	83.86%	84.22%	83.82%	82.96%	82.07%	81.90%	82.72%	84.32%	82.68%	

SOURCE: Average Faculty Salaries, The Chronicle of Higher Education, April, 1988-1999; Faculty Salaries in the Oklahoma State System of Higher Education, 87-88 through 98-99, State Regents.

FIGURE 11

**ANNUAL PERCENTAGE INCREASES IN FACULTY SALARIES, BY TIER
OKLAHOMA COMPARED TO NATIONAL PUBLIC INSTITUTIONS**



□ Oklahoma ■ National

FIGURE 12

ANNUAL PERCENTAGE INCREASES IN FACULTY SALARIES, BY RANK OKLAHOMA COMPARED TO NATIONAL PUBLIC INSTITUTIONS

